

California's Index of Inclusion 2002



*a preliminary report of the
Joint Committee on Preparing California
for the 21st Century*

Foreword

The challenges of racial and ethnic diversity -- equity, inclusion, education and opportunity -- are most often presented to us as legal and/or moral imperatives. Now those challenges are taking on a whole new dimension, vital to the future well being of every one of us Californians.

In the year 2000 California became, in fact, a no-majority demographic state. By the year 2010, three-fourths of our California retirees will be Anglo while a fully two-thirds of our workforce will be persons of color. Since our old-age security is going to depend upon our having a California workforce that is educated and equipped to become a competitive workforce in the emerging global knowledge economy, it is now becoming clearly in our own self-interest to respond to this reality, and assure equity and educational opportunity for every one of our young Californians of color.

This amounts to no small challenge. Yet when history develops such that what is 'moral' and what is 'self interest' converge, we are capable of truly radical, truly heroic efforts, and results.

That is the goal of our Joint Committee on Preparing California for the 21st Century: not so much to seek legislative enactments as remedies (though some are going to be appropriate if we are going to succeed), but rather to alert and invite into a focused statewide dialogue each and every Californian, in hopes that by our individual personal awakenings and recognition of our own future being at stake, the people of California will altogether advance to meet this primary challenge of our future.

As demonstrated in this *Index of Inclusion*, today many persons of color in our great state of California continue to face racial and ethnic prejudice and discrimination, unequal access to educational opportunity and far less successful socio-economic conditions and outcomes. Every one of us Californians owes it to ourselves to recognize that the impact of today's disparities on our long-term prosperity will be enormous - affecting our workforce quality, our innovation and our entrepreneurship - altogether the hallmarks of California's remarkable and (usually) enduring economic strength.

We cannot afford to ignore the reality of our unrealized Californians any longer!

The truth is, government, working alone, cannot overcome these disparities. We find these disparities in our neighborhoods, schools, health care systems and employment opportunities - in almost every place you can imagine. It will take each and every one of us Californians - in our neighborhoods and faith communities, schools and business associations - working together in good faith and commitment, to correct this problem and assure the brightness of our future.

Of course this looks to be an enormous challenge - and it is.

No matter, we Californians share a wonderful history of being a state of persons with enormous vision and passion, caring and commitment, capacity and resources, creativity and energy. We can accomplish this - if we put all of our selves, our hearts and minds fully into this endeavor.

We are calling upon each and every Californian to come together, right at home in your local communities, to engage in a dialogue, to recognize our growing diversity, to define "inclusion" for yourselves, and to come up with your own strategy for addressing our diversity and maximizing the future well-being of all Californians, living and working together, as equals and as persons who share a geography, share a destiny and share a future, hopefully a promising future for us, each and all.

Coming together, committing altogether, acting in concert - we Californians can make our state an ever more successful model for the entire world of diverse persons coming together to partner in building a truly promising future for all of us, for all of our people.

JOHN VASCONCELLOS
Senate Co-Chair

SARAH REYES
Assembly Co-Chair

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The Joint Committee on Preparing California for the 21st Century

Our Joint Committee on Preparing California for the 21st Century was formed to engage Californians in an inclusive, grassroots dialogue about the most pressing and profound challenges facing California in the new millennium.

Our Committee has chosen as its first topic the issue of race, diversity and inclusion in the context of California's new non-majority demographic status.

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Executive Summary

This first-ever *California Index of Inclusion* establishes a historic benchmark in California's progress towards racial equity, equality, and inclusion. Modeled after Joint Venture: Silicon Valley's groundbreaking regional publication, the *Index of Silicon Valley*, California's *Index of Inclusion* contains socio-economic indicators describing conditions and outcomes by race and ethnicity in California schools, neighborhoods, and with regard to work and money, among other things.

In creating this *Index of Inclusion* we hope -- first and foremost -- to provoke, engage and encourage Californians to dialogue about one of our most pressing and profound challenges of the 21st Century: racial and ethnic inclusion. Second, we hope to establish a set of data whereby we will be able to measure -- consistently and over time -- our progress towards the goals for racial and ethnic inclusion we outline in our *Principles of Inclusion*.

Preliminary Findings

California's demographics have changed, are changing, and will continue to change in dramatic ways over the next half-century. While California has always had a strong multi-ethnic minority presence, we lost our Anglo majority and became a non-majority demographic state in 2000. By the year 2010, two-thirds of our entering workforce will be persons of color and three-fourths of our retirees will be Anglo.

In order to understand what this demographic change may mean to us -- economically, socially and politically -- it is important for us to establish a clear vision of who we are now, and to understand holistically and systematically, the multitude of conditions influencing us all. In this preliminary draft of the *Index of Inclusion*, we find the following:

Strengths

- When compared over time and within a specific ethnic group -- i.e., 1991 Latinos to 2001 Latinos -- California's four largest ethnic groups appear to be doing better economically than they have in the past. There have been important increases in job-based health insurance coverage, drops in the suicide and homicide rates, and generally positive attitudes about race relations and California's demographic changes.

Challenges

- When compared across ethnic groups, improvements in socio-economic conditions were not equally distributed across racial and ethnic groups and disparity remains in many indicators.

Limits of the *Index*: Call for Comment

It is important to remember that the findings of this report are preliminary and a benchmark in the on-going conversation about racial and ethnic inclusion. We hope the

publication of this draft version of the *Index of Inclusion* will provoke public dialogue and strongly encourage feedback.

List of Indicators

People

California Population, by Race and Ethnicity: 2000
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Public Opinion about Becoming a “Color-Blind Society”

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UC, Freshman Class of 1995, Outcomes
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Asian/PI Elected and Appointed Officials: 1996 and 2001
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Californians Who Agree State Government is Run by a Few Big Interests
Californians Who Say They Pay Attention to Government and Public Affairs

Introduction

This first-ever *California Index of Inclusion* establishes a historic benchmark in California's progress towards racial equity, equality, and inclusion. Modeled after Joint Venture: Silicon Valley's groundbreaking regional publication, the *Index of Silicon Valley*, California's *Index of Inclusion* contains socio-economic indicators describing conditions and outcomes by race and ethnicity in California schools, neighborhoods, and with regard to work and money, among other things.

The purpose of California's *Index of Inclusion* is three-fold. Primarily, the *Index* is meant to provoke, engage and encourage Californians to dialogue about one of our most pressing and profound challenges of the 21st Century -- racial and ethnic inclusion. Californians made great progress in eliminating legal and many institutional race-based barriers during the 20th Century. And yet, as this first *Index of Inclusion* demonstrates, we remain socially segregated and economically disparate as we enter the 21st Century. We hope the *Index* will help Californians confront this truth, and thereby lead to dialogue about causes and solutions. Given our demographic trends, our economic prosperity -- and indeed our old-age security -- depends on our ability to fully realize the innate creative and entrepreneurial capacities of all Californians, irrespective of color.

The second purpose of the *Index* is to establish a set of data whereby we will be able to measure -- consistently and over time -- our progress on the path towards a specific set of goals for racial and ethnic inclusion. We have called these goals our *Principles of Inclusion*. The *Principles* describe the conditions that would mark a California with little or no, current or residual racism. They describe our "City on a Hill" and give us a positive vision of the possible, because it is ABSOLUTELY possible to end racism.

Finally, with this *Index* and our *Principles*, we hope to add to the national conversation about race and ethnicity, which is in many ways dominated by Northern-Southern/White-Black historical dynamics. California's racial and ethnic experiences are unique. We are the largest multi-cultural democracy in the history of the world, but other states and other places are on the path with us. Our successes and failures in managing our demographic changes and in promoting inclusion will help write the guidebook for communities around the globe.

Summary of Preliminary Findings

As the sun rose on 21st Century California, we became the first no-majority demographic state in America. Our population changes have been fueled by an enormous wave of Latino immigrants during the 20th Century. In the 21st Century, by contrast, most of our projected growth is expected to come from natural increase, children born to current residents.

During the next 50 or so years, Latinos will grow from around 30 percent of the population (2000) to just about half of the population (2050), essentially changing places with Whites, whose population will decrease by roughly the same amount during the same period. Asians and Blacks are expected to stay at pretty much the same levels as today.

Latinos will reach majority in the school and work-age populations before they do so in the population as a whole. By the year 2010, over half of California's K-12 schoolchildren will claim Latino ancestry. Combining Latino, Black, and Asian persons as a single group, ethnic and racial "minorities" will account for nearly two-thirds of the 2010-entering workforce.

Strengths

- When compared over time and within a specific ethnic/racial group -- i.e., 1991 Latinos to 2001 Latinos -- California's four largest ethnic/racial groups appear to be doing better economically than they have in the past. There are important glimmers of long-term strength in entrepreneurial activity and in increasing home ownership rates, along with gains in family income.
- Good news from other areas includes increases in job-based health insurance coverage, drops in the suicide and homicide rates, and generally positive attitudes about race relations and California's demographic changes.

Challenges

- When compared across ethnic/racial groups, by both proportional increase and absolute numeric value, improvements are not equally distributed and disparities remain. As has been reported elsewhere, the *Index* shows Asians¹ and Whites appearing to fare better than Latinos and Blacks in a large number of social and economic areas.
- The education picture is perhaps the most worrisome for California's long-term prosperity. Severe discrepancies in K-12 teacher quality -- particularly when measured by ethnicity/race and income of the students -- combined with the extreme disparities in K-12 educational achievement and college outcomes, paint a troublesome picture for California's economic future.

¹ It is important to remember that because the "Asian" population is so culturally disparate -- without a single dominant "majority" group -- aggregated data, though useful for "big picture" purposes, will be less universally descriptive of this population grouping than it will be for more homogeneous groupings.

Principles of Inclusion

Senate Concurrent Resolution 103, Chaptered Sept. 3, 2002

WHEREAS, California, as the rest of the United States and the rest of the entire world, has been experiencing the most remarkable rapid radical change in history, a period in which the only constant is change and the greatest inconstant is the ever-increasing rate of change; and

WHEREAS, The resulting breakdown of old forms, the disintegration of community and the disaffection of our people with government and its institutions has left many, if not most, of us disoriented, floundering, and desperately in need of discovering a way to regain our bearings and to re-envision and create new forms to enable us to come back together in community; and

WHEREAS, It is therefore appropriate for the Legislature to provide leadership in bringing all Californians together to recognize the profound changes and challenges that face us, and to take a long-term big-picture look at how we can cope with these changes and challenges and discern the most promising strategies for dealing with them constructively and collaboratively; and

WHEREAS, The Legislature can lead the people of California in a public dialogue regarding the most profound cross-cutting changes and challenges, facing us as we move into the 21st Century, including, but not limited to, race, diversity, technology, learning, families, health, communities, violence, aging, and environmental sustainability; and

WHEREAS, Our Joint Committee on Preparing California for the 21st Century was created in 2000 to assist the Legislature in this charge; and

WHEREAS, Our Joint Committee on Preparing California for the 21st Century chose as our first task an examination of California's most profound issue: race, diversity, and inclusion; and

WHEREAS, Our Joint Committee on Preparing California for the 21st Century convened an Advisory Team comprising Californians from across the state to assist us in drafting a set of "Principles of Inclusion," which were created to help frame public dialogue on the meaning and implications of our changing demographics and to promote an inclusive state; and

WHEREAS, Our Advisory Team provided, and our Joint Committee on Preparing California for the 21st Century adopted, its "Principles of Inclusion;" now, therefore, be it

Resolved by the Senate of the State of California, the Assembly thereof concurring, That the Legislature declares, as our common aspiration for all Californians--regardless of gender, race, or national origin--and as its guiding principles, the following "Principles of Inclusion:"

Principles of Inclusion

1. We Californians affirm in thought and action that we human beings have the potential to become life affirming, constructive, responsible, and trustworthy.
2. We Californians respect, trust, and honor ourselves and each other, both as unique individuals and as bearers of diverse, rich, community-based traditions.
3. We Californians are prepared for employment and entrepreneurialism on a lifelong basis in our 21st Century information-based global economy.
4. We Californians fully and freely participate in political, economic, and social institutions, to achieve leadership positions, and to promote the expansion of democratic processes and decision-making.
5. We Californians fairly share, without barriers, in the fruits and burdens of all our economic, social, religious, and political institutions, programs, and processes.
6. We Californians regularly work, live, and socialize with people from other ethnic groups or races.
7. We Californians recognize and appreciate the awful damage caused by discrimination, and seek to prevent that conduct and to reduce that harm.
8. We Californians have access to high-quality education throughout our lifetimes, to enable us to become lifelong learners.
9. We Californians are not excluded from housing options.
10. We Californians live in neighborhoods that are free from crime and environmental hazards, and that meet basic health, housing, telecommunications, transportation, and other needs.
11. We Californians are treated fairly and equally by our law enforcement and judicial systems, including our criminal justice system.
12. We Californians have the opportunity to age in dignity.
13. We Californians practice the peaceful resolution of interpersonal and inter-group conflict.
14. We Californians enjoy the benefits of racial inclusion described in these Principles throughout the urban, suburban, and rural regions of our State; and be it further

Resolved, That the Legislature of the State of California strongly encourages all citizens and communities in California--both public and private--to consider these "Principles of Inclusion" for themselves, and to adopt these, or their own separate "Principles of Inclusion;" and be it further

Resolved, That the Secretary of the Senate transmit copies of this resolution to the author for appropriate distribution.

Method/Process

The *Index of Inclusion* is the joint product of a team of researchers, citizens, and policymakers. A citizen-advisory team, made up of individuals from around the state, began meeting last year to draft the *Principles of Inclusion*, which the 21st Century Committee adopted in February and the Legislature adopted in August 2002. Using the contents of the *Principles of Inclusion* as a guide, 21st Century Committee members directed staff to prepare a draft version of the *Index*, including key indicators of well being in education, health, work and money, and other areas.

In subsequent research, staff found readily available data for only about half the key indicators requested by the Committee. For this reason, the Committee encourages the California's research community to continue to develop new lines of analysis and sources of data.

This first *Index* was prepared based on data available to Committee staff as of July 2002. As the U.S. Census releases additional data, and as new research comes to the attention of Committee staff, the *Index* will be updated appropriately. A final version of the "*California Index of Inclusion: 2002*" will be released in January 2003.

California Index of Inclusion: 2002

Quick Facts

People

In the 2000 Census, the California population was as follows:

Major Ethnic Group	Percent of Population	Number
White	46.7	15,816,790
Latino	32.4	10,966,556
Asian	10.9	3,648,860
Black	6.7	2,181,926

Health

- Job-based insurance increased for all four major ethnic/racial groups from 1994 to 1999 and Medi-Cal participation rates dropped.
- Latinos were the largest ethnic/racial group of uninsured Californians in 2001 - there were approximately 2.5 million uninsured Latinos, representing over 28.3 percent of the Latino population. Thirteen percent of Asians, 9.5 percent of Blacks, and 8.6 percent of Whites were uninsured.
- Death from diabetes is increasing. Black Californians die of diabetes at three times the rates of Whites and Asians. Latinos die from diabetes at double the rates of Whites and Asians.
- Death from suicide is decreasing for Whites, but they still commit suicide at twice the rates of Asians and Latinos and at about a third higher rate than for Blacks.

Neighborhoods

- As a percent of regional population, Asians are concentrated in the Bay Area. Latinos have increased throughout the state, especially in the Southern Central Valley and in Southern California. More Blacks live in Bakersfield and San Bernadino. Whites have lost relative population share throughout the state, except in the northernmost counties and Sierras.
- The "digital divide" has a differentiated impact on California's ethnic/racial communities. Asians are the least effected as over 83 percent have used the Internet. Latinos are the most effected, as only 47 percent have used the Internet. Internet use among Whites and Blacks is 70 and 62 percent, respectively.
- Homicide death rates have dropped dramatically for Black Californians, from 52 per 100,000 in 1994 to 25.4 per 100,000 in 1998.
- Blacks and Latinos report lower levels of satisfaction about their experiences of either calling the police or being stopped by police, than Whites. All three ethnic groups reported about the same degree of satisfaction in their experiences with the courts.
- A strong preponderance of Californians, over 80 percent, report having either positive or neutral feelings about the impact of other racial or ethnic groups on their neighborhoods.

Schools

- 1,222,809 K-12 students spoke Spanish in California schools in 2000, compared to 285,567 in 1981. The next most frequently spoken language in California schools, Vietnamese, increased from 22,826 to 39,447 students during the same period.
- The percent of not fully credentialed teachers in classrooms rose sharply between 1990 and 2000 for all identified ethnic groups. The increase was steepest for Asians, Latinos, and Blacks in high-poverty schools.
- Twenty-two percent of Latino and 25 percent of Black high school graduates completed college prep courses in 2000, compared to 40 percent of White and 54 percent of Asian/Pacific Islander (PI) graduates.
- Over 70 percent of Asian/PI, Black, and Latino adult education enrollees either dropped out or stayed at the same level in 2000-2001. They were primarily enrolled in English as a Second Language, High School or General Education Degree (GED), and Vocational Education courses.

Work and Money

- Home ownership increased by 10 percent each for Latinos and Asians from 1991 to 2001. However, less than 50 percent of Blacks and Latinos owned their own homes in 2001 -- compared to between 65 and 70 percent for Asians and Whites.
- Thirty-three percent of Blacks and 26 percent of Latinos were denied conventional home-purchase loans in 2000 -- compared to 15 percent of Whites and 16 percent of Asians.
- Family income increased for all Californians between 1991 and 2001. Asians and Whites experienced the largest increases, while Black and Latino family incomes increased moderately.
- Compared to other groups, fewer Latinos were in high-wage occupations and most were in low-wage occupations in 2001.

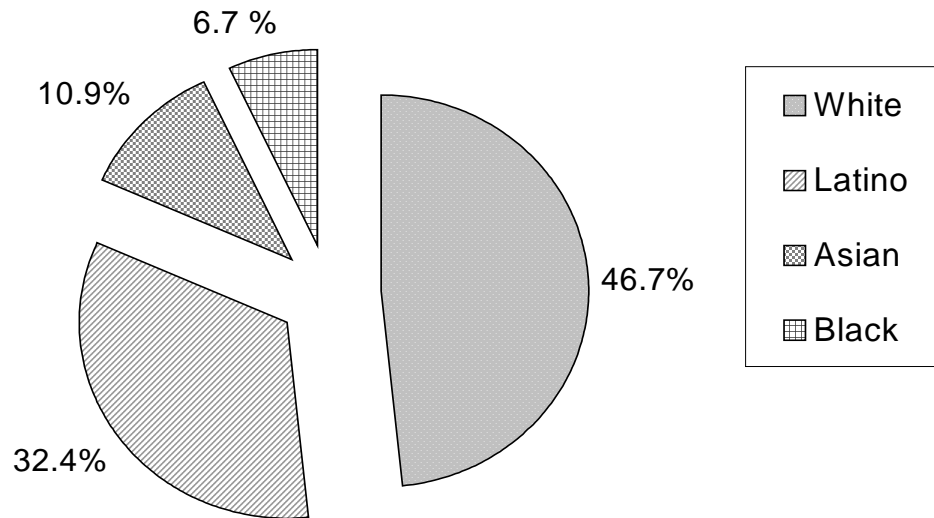
Community Involvement

- Half of all eligible Asian and Latino citizens were not registered to vote in 2001.
- In 2002, fewer than 700 of 4,200 school board members were Asian/PI (92), Latino (455), or Black (130).
- The number of Latino school board members and city officials increased from 1990 to 2000. The numbers of Black elected and appointed officials decreased during the same period among state, county, school board, and judges/law enforcement officials. Asian/PI officials increased proportionally, but their numbers remained very small.
- Over 80 percent of the State Bar, and over 80 percent of judges in California, were White when surveyed in both 1993 and 2001.
- Between 40 and 45 percent of Black and White Californians say they pay attention to public affairs, compared to approximately 25 percent of Asians and Latinos.

PEOPLE

California became a non-majority demographic state in 2000. By the year 2010, half of our schoolchildren will be Latino, two-thirds of our workforce will be persons of color, and three-fourths of our retirees will be Anglo. Californians' views about state demographic changes were generally good or neutral, and over 80 percent of Californians reported positive feelings about race/ethnic relations in our state.

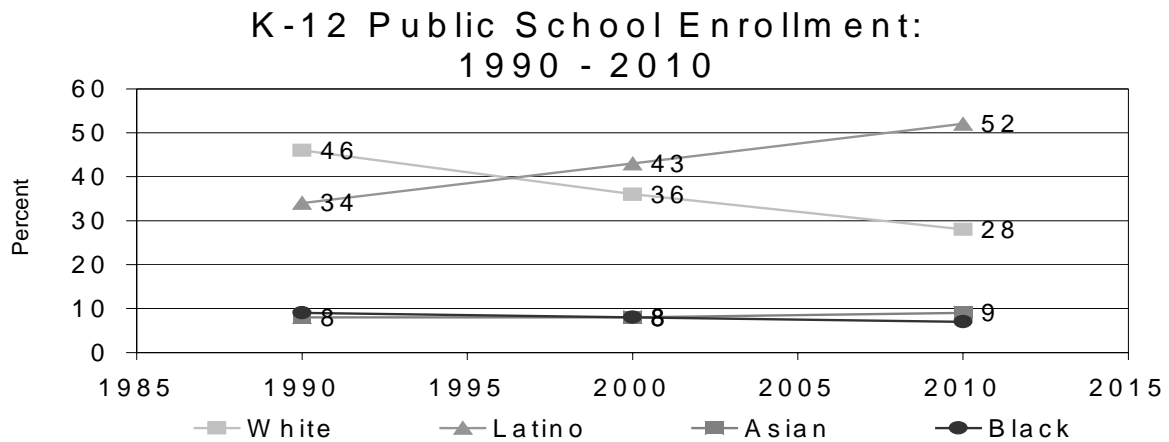
California Population, by Race and Ethnicity: 2000



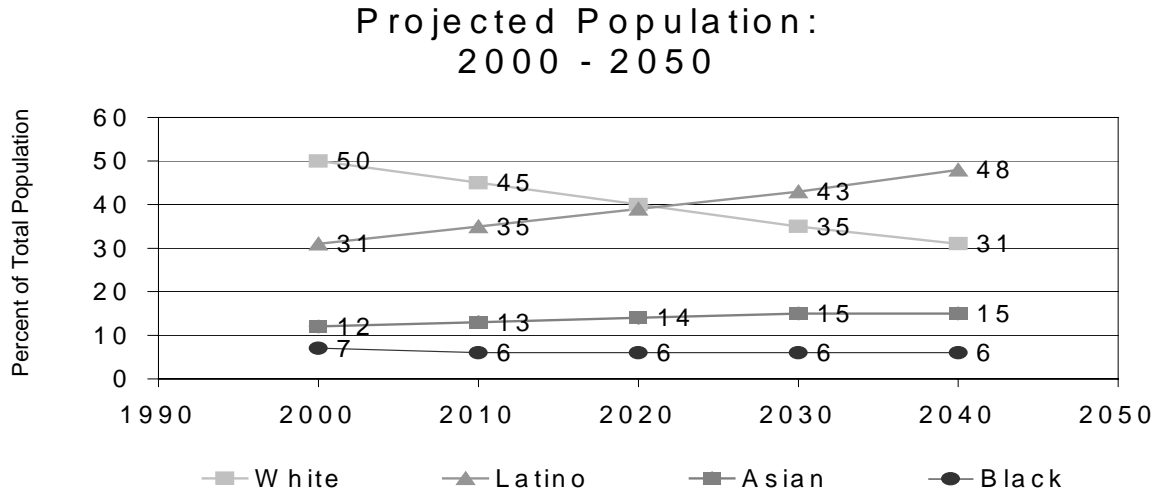
Source: U.S. Census Bureau, Census 2000

What's our status?

According to U.S. Census data, California became a non-majority state in 2000. California's population included: 15,816,790 Whites, 10,966,566 Latinos, 3,648,860 Asians, and 2,181,926 Blacks.



Source: California Research Bureau, 2002, based on enrollment data provided by the CA Dept. of Education and projections provided by the CA Dept. of Finance, Demographics Research Unit

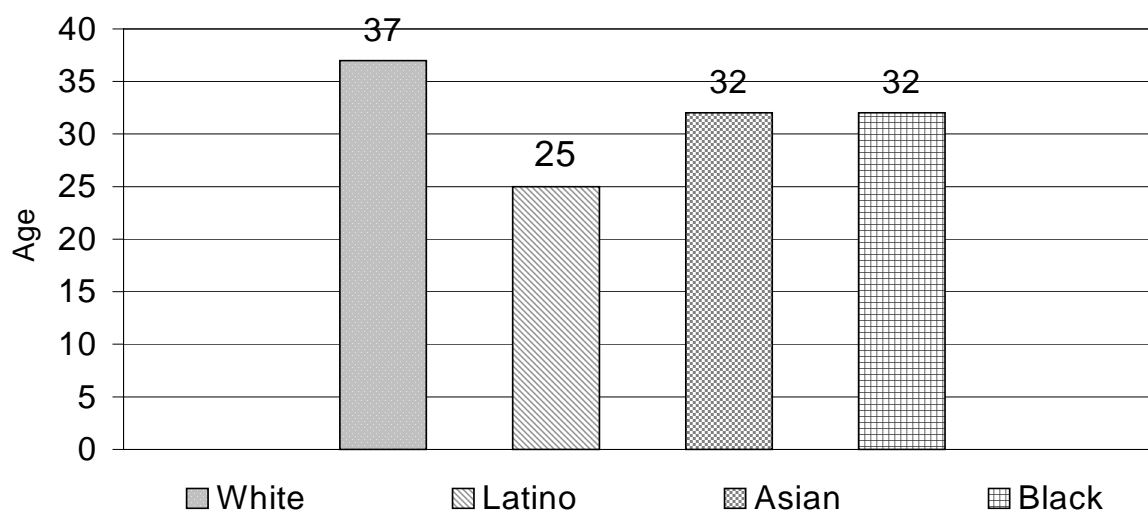


Source: CA Dept. of Finance, Demographics Research Unit, 2001

What's our status?

These charts demonstrate the enormous demographic transformation underway in California. Our current no-majority demographic status is most likely a transition period. By mid-century, California most likely will be a majority Latino state.

Median Age

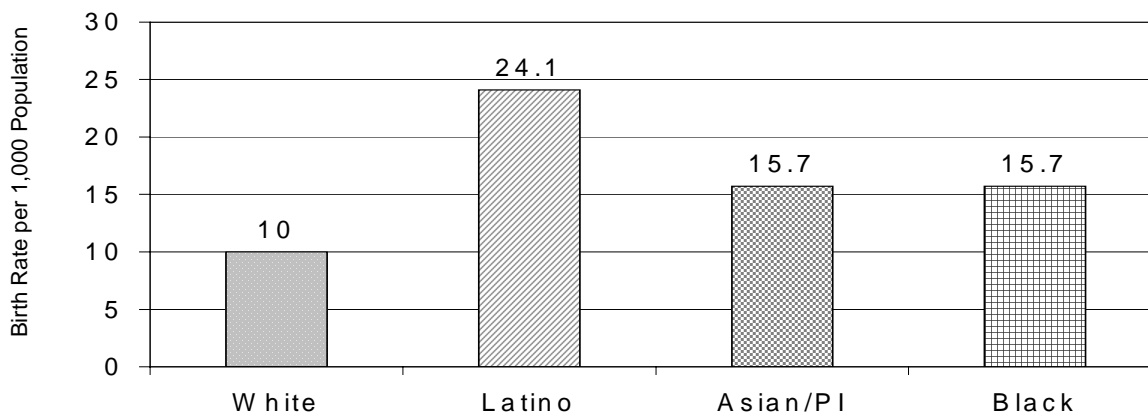


Source: California Research Bureau, 2002, data from 2001 Current Population Survey, U.S. Census

What's our status?

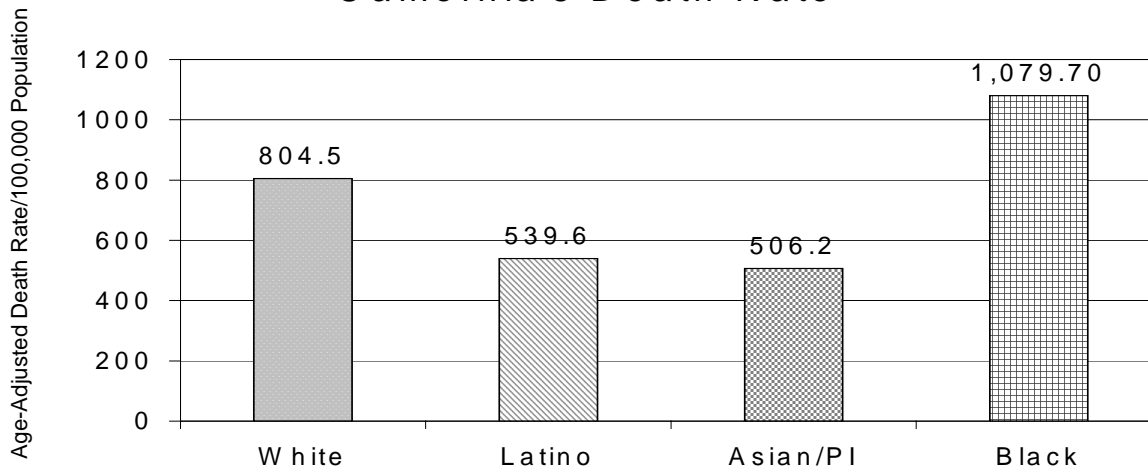
The relative gap between the median ages of our state's largest population groups -- Latinos (25) and Whites (37) -- suggests a two-tiered distribution of Californian's population across the age and race/ethnic spectrum. Whites tend to be an older population and Latinos tend to be a younger population.

California's Birth Rate



Source: California Research Bureau, 2002

California's Death Rate

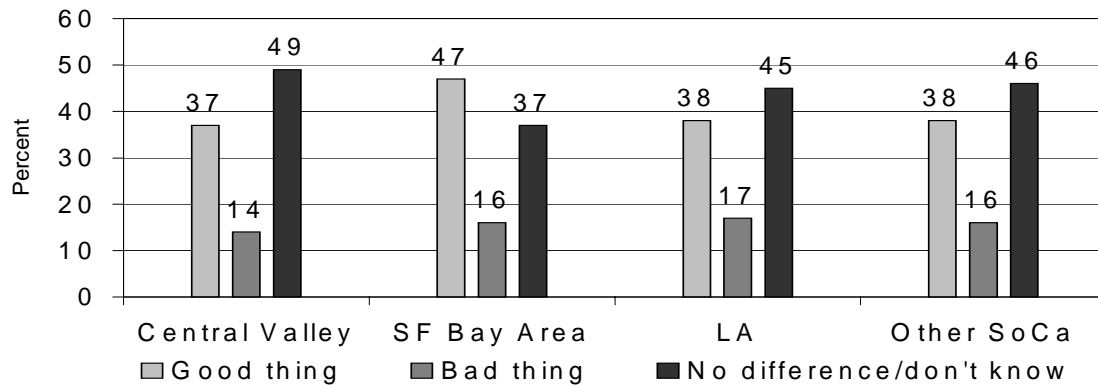


Source: California Research Bureau, 2002

What's our status?

Blacks have the highest age-adjusted death rates per 100,000 people and Asians/Pis have the lowest. Latinos have the highest birth rates and Whites have the lowest.

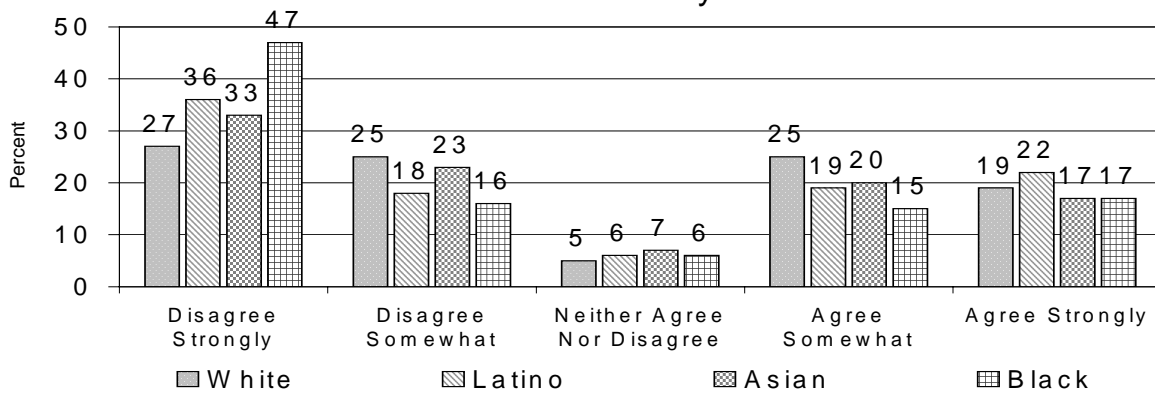
Public Opinion about Population Trends*



Source: Baldassare, "Mark Statewide Survey: Special Survey on Growth," Public Policy Institute of California, May 2001

* Respondents reported feelings about U.S. Census findings indicating that the state had no majority racial or ethnic group

Public Opinion about Becoming a "Color-Blind Society"



Source: Cain, Bruce et. al., "Ethnic Context, Race Relations, and California Politics," Public Policy Institute of California, 2002

* Response to: "In our lifetime, America can become a color-blind society."

What's our status?

When these surveys were taken, a large majority of Californians reported neutral or positive feelings about California's changing demographics. However, a majority of Californians of all colors/ethnicities were pessimistic about our potential for becoming a color-blind society.

Social Capital Community Benchmark Survey Highlights from the Los Angeles Sample

In 2000, the California Community Foundation and the USC Center on Philanthropy and Public Policy led a research coalition of three dozen foundations in sponsoring a survey of civic engagement in four California communities: Los Angeles, Silicon Valley, San Francisco, and San Diego. The survey, which documented “social capital,” or the value of social networks and the trust they engender, integrated over 130 questions on social connectedness and civic engagement. The Los Angeles sample included 500 randomly selected Los Angeles County residents and was conducted in English and Spanish.

Trust

Survey respondents in Los Angeles were less trusting than the national average, though this may be related to relatively high levels of newcomers. The longer the respondent had lived in Los Angeles, the more he/she trusted other members of the community.

When it comes to trusting people in broad racial or ethnic categories, the attitudes of Los Angelenos were not significantly different than national norms.

	<i>Respondents, by race: % trusting only a little or not at all</i>			
	White	Af Am	As Am	Hispanic
How much do you trust – Whites?	11	22	5	37
How much do you trust – African Americans?	12	23	12	54
How much do you trust – Asian Americans?	11	27	4	40
How much do you trust – Latino/Hispanics?	11	18	5	43

Social Capital

Social capital was far more closely linked to measures of privilege in Los Angeles than it was in the rest of the country. Several measures of social trust and engagement were more strongly associated with income, race and ethnicity, and especially education, in Los Angeles than they were elsewhere. For example, Angelenos with a high school degree or higher reported higher rates of generalized trust, higher rates of trust of coworkers, neighbors, and clerks where one shops and police, higher voting rates, and higher rates of socializing with friends.

Two of the 24 correlations between social capital and privilege were associated with being White. One was a measure of political activism, dubbed “protest politics,” which indicated involvement with labor unions, rallies and marches, local reform efforts and civil rights organizations. The other indicator measured membership in a broad array of groups, from the PTA, to adult sports leagues, to Bible study groups and neighborhood associations.

For more information on the LA Survey: <http://www.cfsv.org/communitysurvey/ca2.html>

For information about other the California surveys: <http://www.cfsv.org/communitysurvey/ca.html>

HEALTH

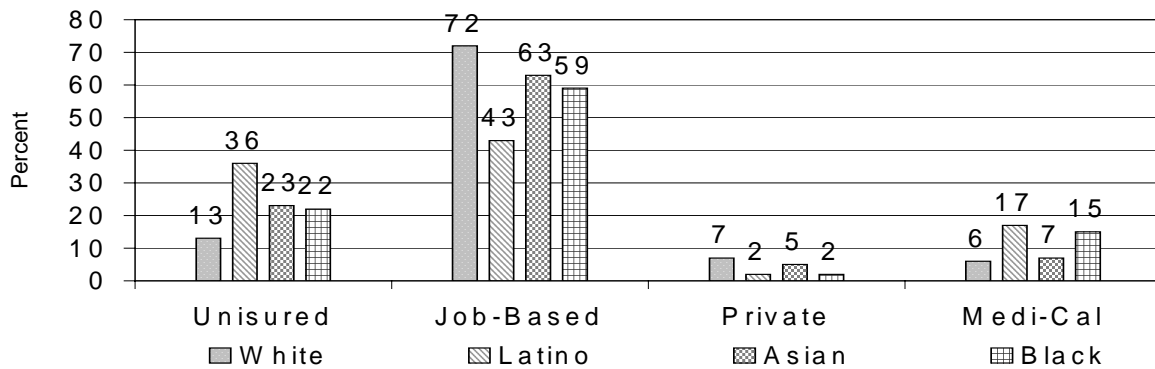
Health insurance coverage is a critical component of access to health care. In recent years, job-based health insurance has increased and Medi-Cal participation rates have decreased for our four major California ethnic/racial groups. Still, 4.5 million Californians are estimated to be uninsured. Latinos have the highest uninsured rates and the lowest job-based insurance rates.

Over half of all deaths in California are attributable to either heart diseases or cancer. Asians have the highest death by cancer rates, Whites the highest rates of suicides, and Blacks the highest rates of death from diabetes.

Black and Latino Californians experience food insecurity at higher rates than their presence in the population would indicate. Twenty-six percent of persons experiencing food insecurity in California are Black – yet Blacks are only seven percent of the total population.

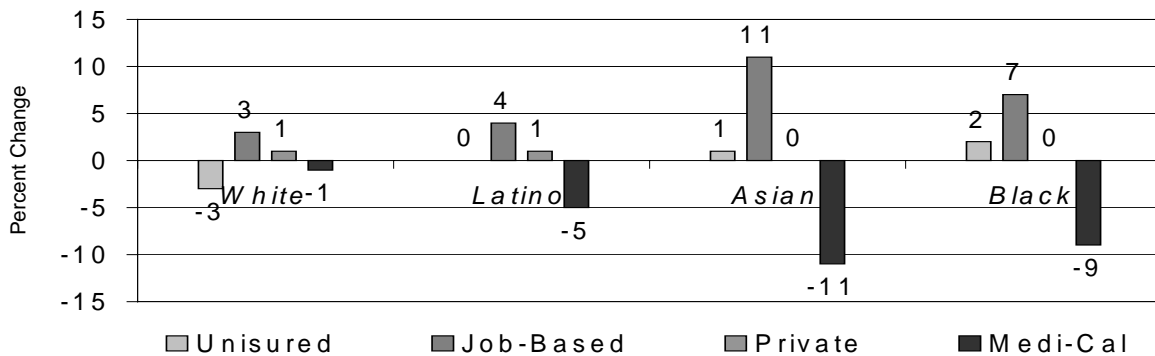
In 2001, the UCLA Center for Health Policy Research conducted the largest-ever state health survey. Most of the information from this survey is still forthcoming. We anticipate incorporating more of this data into the “Index” as it becomes publicly available.

Health Insurance Coverage: 1999



Source: California Research Bureau, 2002, data from E. Richard Brown, Ph.D., et. al., UCLA Center for Health Policy Research

Health Insurance Coverage Change between 1994 and 1999

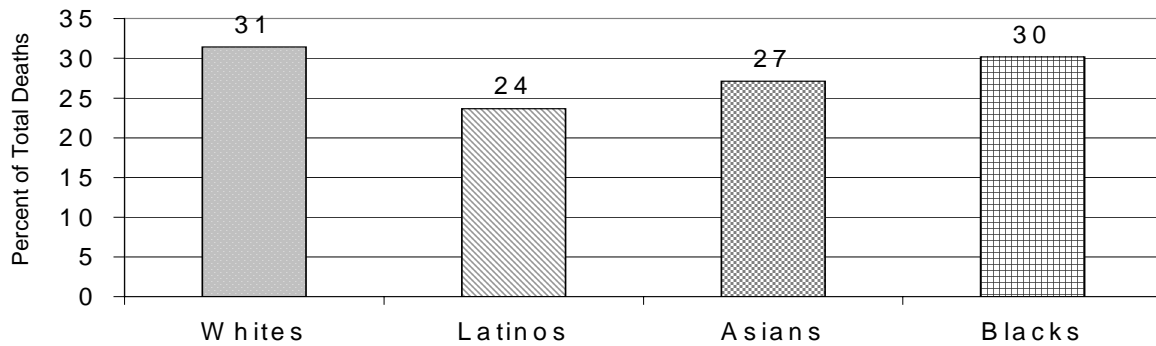


Source: California Research Bureau, 2002, data from E. Richard Brown, Ph.D., et. al., UCLA Center for Health Policy Research

What's our status?

Between 1994 and 1999, job-based health insurance coverage rates increased for Whites, Latinos, Asians, and Blacks -- in some instances, quite remarkably. Further, much of the increase in job-based coverage seems to have been matched by decreases in Medi-Cal participation rates. Whites, however, are the only group with a declining uninsured population during the period reported, while Latinos remain the largest sub-group of the uninsured population.

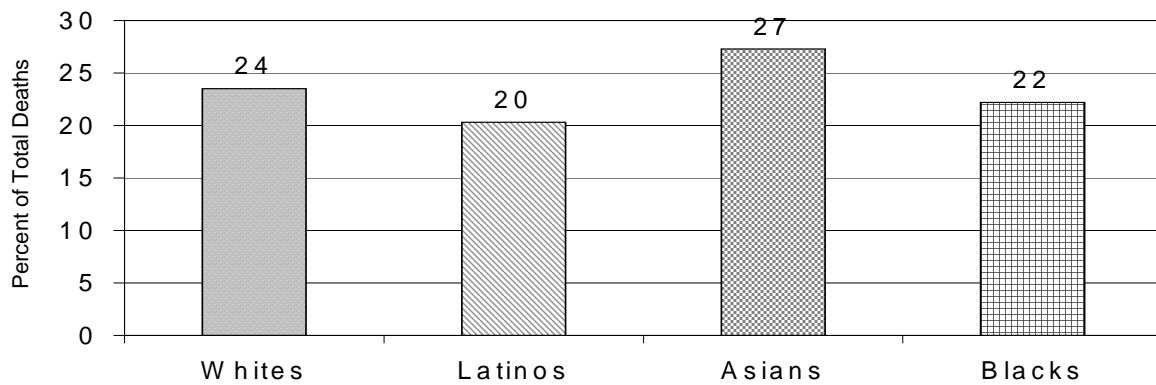
Heart Disease - California's #1 Killer*



Source: 21st Century Committee, 2002, data from CA Dept. of Health Services, Death Records, 2000

* Deaths attributable to heart disease as a percent age of total deaths for each racial/ethnic category

California's #2 Killer - Cancer*

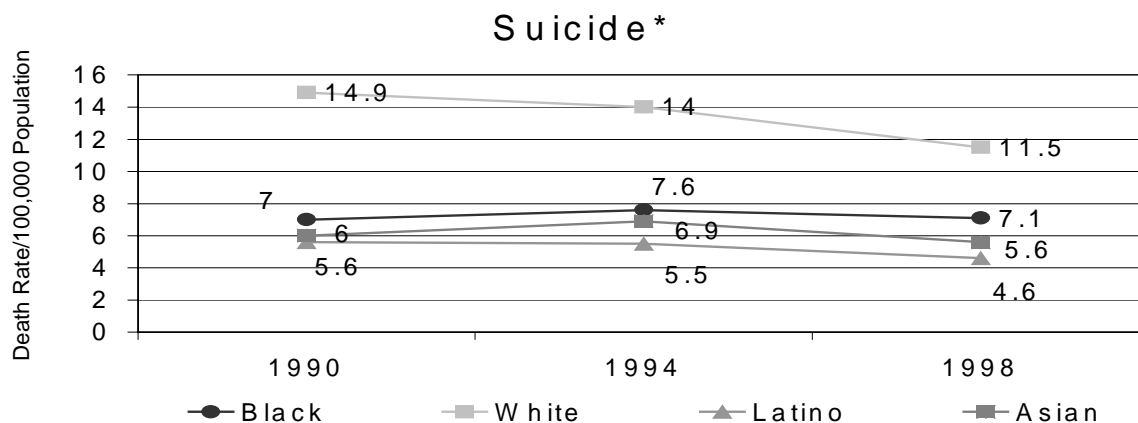


Source: 21st Century Committee, 2002, data from CA Dept. of Health Services, Death Records, 2000

* Represents percent of total deaths per ethnic /racial category attributable to cancer

What's our status?

Heart disease and cancer are the number one and number two leading causes of death for White, Latino, Asian, and Black Californians. Over half of deceased White, Asian and Black Californians died from one of these two diseases in 2000. In contrast, less than half -- 44 percent -- of Latino deaths were attributable to one of these two disease categories. Asians are the only group studied to have a higher rate of deaths from cancer than from heart disease.

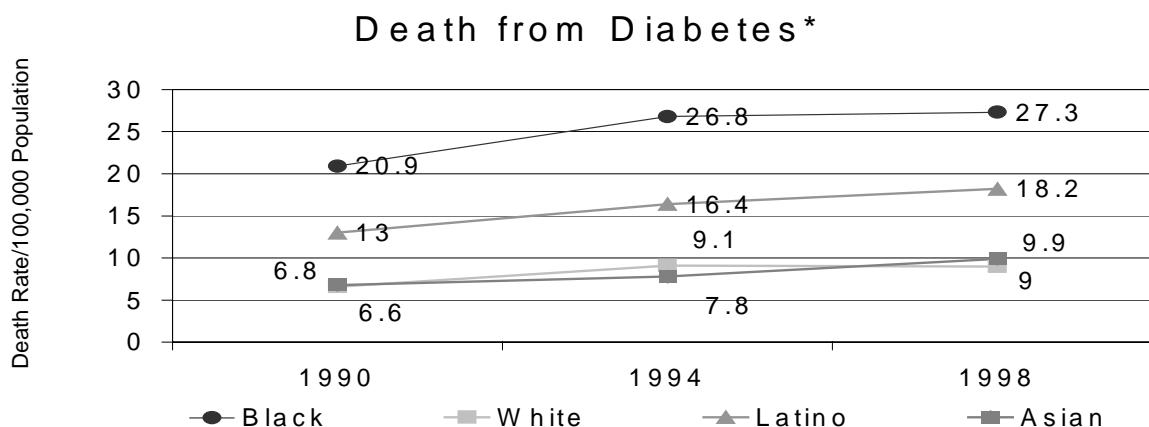


Source: California Research Bureau, 2002, data from CA Dept. of Health services, Vital Statistics of California, 1998

* Age-adjusted death rates for suicide

What's our status?

Suicide rates decreased for Blacks, Whites, Latinos, and Asians between 1990 and 1998. However, Whites have higher suicide rates than other ethnic/racial groups.

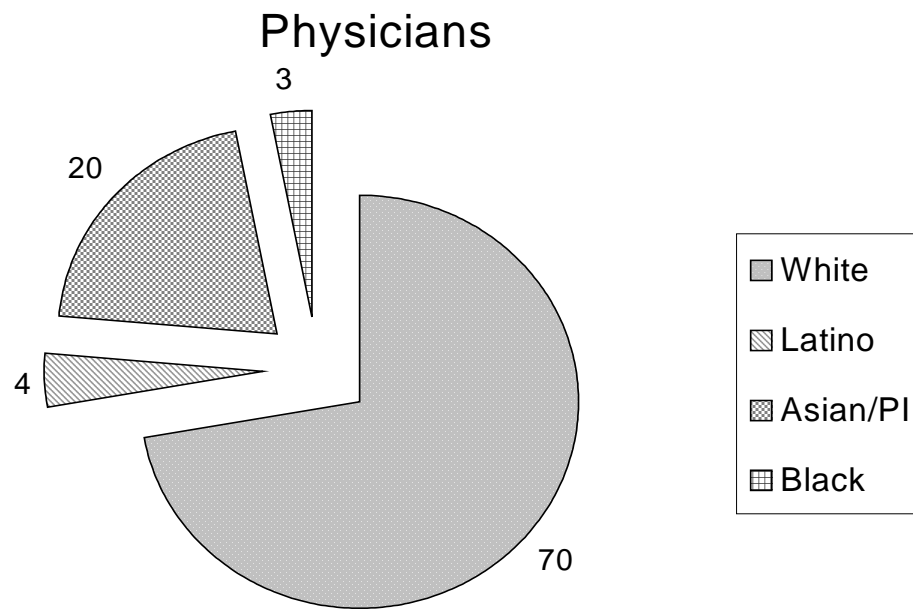


Source: California Research Bureau, 2002, using data from CA Dept. of Health Services, 1998

* Age-adjusted death rates for diabetes in California

What's our status?

From 1990 to 1998, deaths from diabetes in California increased for every population sub-group. Black Californians had the highest death rate from diabetes at nearly 30 percent and Latinos had the second-highest diabetes death rate, 18 percent. The diabetes death rates for Asians and Whites increased to a relatively low 9 percent from the 7 percent reported in 1990.

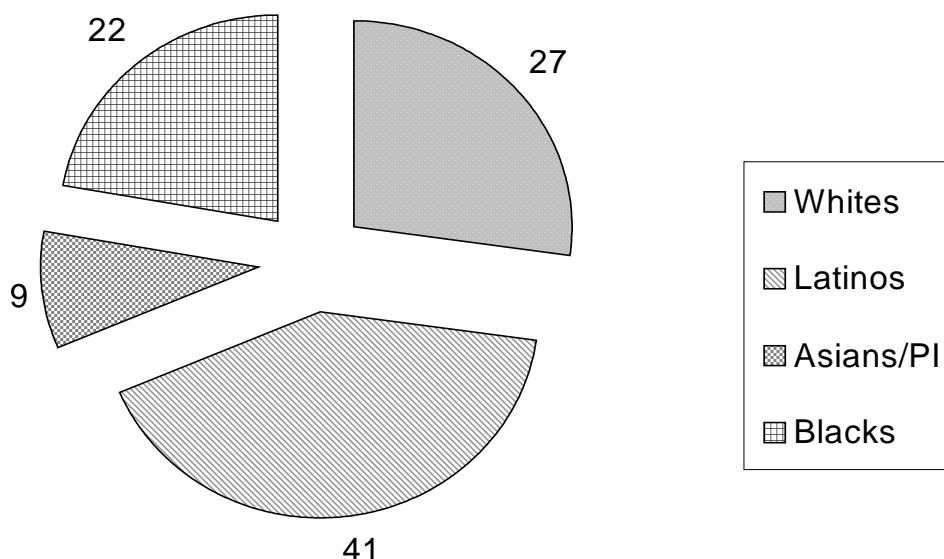


Source: 21st Century Committee, 2002, using data from the AMA Masterfile, 2000

What's our status?

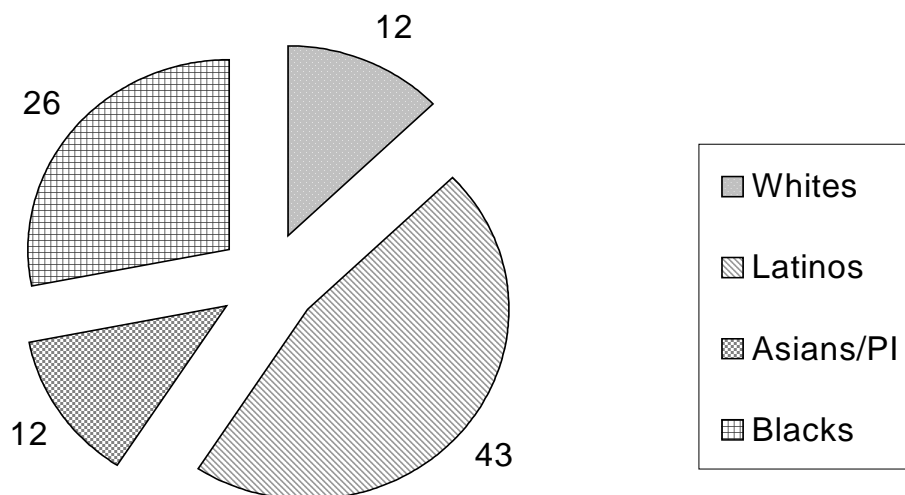
The overwhelming majority of physicians in California were White in 2000. Asian/Pis made up the second largest ethnic group among physicians, at levels well above their presence in the population. Latinos and Blacks were underrepresented in the physician population relative to their presence in the population at large.

Food Stamp Program Participants



Source: California Research Bureau, 2002, from CA Dept. of Social Services, forms DFA 358F and 358S, released 12/18/2000

Prevalence of Food Insecurity among Women



Source: California Research Bureau, 2002, data from CA Dept. of Social Services, 2001

What's our status?

Black Californians were more likely, and Whites were less likely, to experience food insecurity and to need food stamps.

California Health Interview Survey Policy Brief Asthma in California in 2001: High Rates Affect Most Population Groups

This policy brief on asthma in California was the first release of findings from the 2001 California Health Interview Survey (CHIS), the largest health survey conducted in any state. Authored by E. Richard Brown, Ying-Ying Meng, Susan H. Babey, and Elizabeth Malcolm, the brief examines the prevalence of asthma in California, the management of asthma symptoms, and the consequences of poorly managed asthma. The following excerpts and summarizes findings from the policy brief.

Key Findings

An estimated 11.9 percent of Californians – 3.9 million children and adults – report an asthma diagnosis at some point in their lives. In contrast, the national average for asthma prevalence is 10.1 percent. Asthma prevalence is higher for children than it is for adults in California. Nearly 2.9 million Californians experienced asthma symptoms in the year prior to the survey.

- Asthma prevalence varies by race/ethnicity and by age. Among American Indians and Alaska Natives, 25.5 percent of children and 20.8 percent of adults reported that they had been diagnosed with asthma; compared to 21.1 percent and 16.2 percent of Black children and adults, respectively; 14.3 percent and 13.1 percent of White children and adults, respectively; 11.7 and 9.2 percent of Asian children and adults, respectively; and 9.7 percent and 7.0 percent of Latino children and adults, respectively.
- Frequency of asthma symptoms varies across racial and ethnic groups. Among people with asthma, 27.8 percent of American-Indians and Alaska Natives experience daily or weekly symptoms, compared to 20.9 percent of Whites, 18.4 percent of African Americans, 15.1 percent of Latinos, and 13.1 percent of Asians.
- In California, 11.4 percent of children and 7.2 percent of adults with asthma -- representing more than 300,000 persons -- reported visiting an emergency room because of asthma during the previous year. Among people with asthma, 15.5 percent of American-Indians and Alaska Natives, 12.9 percent of Latinos, and 12.1 percent of African Americans reported visiting an emergency room for their asthma -- compared to 7.9 percent of Asians and 6.4 percent of Whites.

For more information about the CHIS Asthma Policy Brief:
<http://www.healthpolicy.ucla.edu/publications/AsthmaPB05022002.pdf>

For more information about CHIS: <http://www.chis.ucla.edu>

NEIGHBORHOODS

The geographic distribution of California's four major population groups has shifted considerably since 1970. In 2000, Latinos were most present in the Southern Central Valley and in Southern California. The largest Asian presence was in the San Francisco Bay Area. As a proportion of the total population, Blacks increased in numbers in San Bernardino and Riverside counties, and decreased in Northern and Central coast counties.

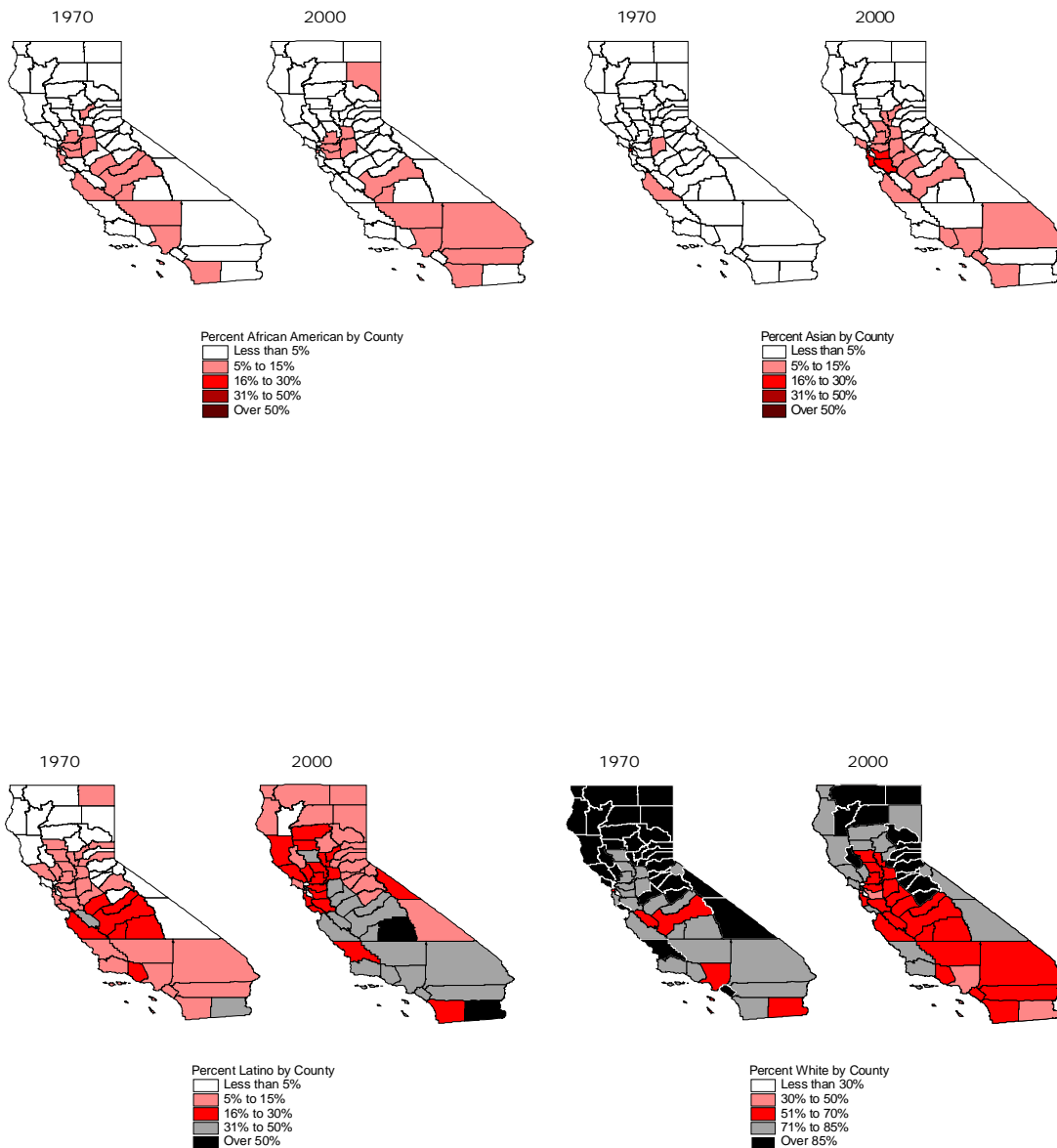
In 2001, Asians lead all four ethnic groups in both computer and Internet use. Latinos had the lowest average rates, but U.S.-born, English speaking Latinos were on par with state averages.

Homicide rates decreased dramatically, especially for Black Californians, by 1998. However, incarceration rates were up for all groups. Asians had the largest proportional increase in incarceration rates -- 58 percent, although from a relatively small base.

Whites report higher levels of satisfaction with the police -- both when they call police and are stopped by police -- than do Blacks and Latinos. All three groups report similar levels of satisfaction with their experiences in the courts.

A strong majority of Californians report positive or neutral feelings about ethnic changes in their neighborhoods, and a majority agree people are happier living with people of their "same background." A majority of Californians in all four ethnic groups also believe certain ethnic neighborhoods get more than their fair share of pollutants and have fewer parks than other neighborhoods.

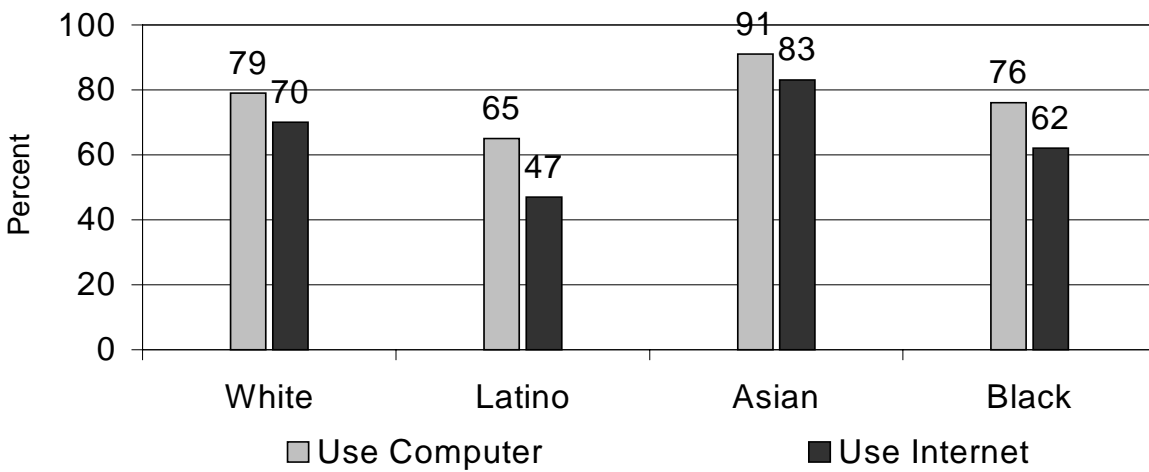
Geographic Distribution of California Population: 1970 and 2000



What's our status?

Since 1970, the Latino population has dispersed considerably throughout California – the 2000 maps show only one county where Latinos have less than a 5 percent presence. However, Latinos are most heavily concentrated in Southern California and parts of Central Valley. Asians are present in higher rates and across more counties than they were in 1970; however, they are most heavily concentrated in the San Francisco/San Jose metropolitan areas. Blacks, relative to 1970, have moved south and inland towards San Bernardino and Riverside counties, while the share of Whites in the population dropped in all but the most northern and northeastern counties. In 1970, Whites were over 50 percent of the population in every California county, but by 2000 the relative share of Whites decreased in nearly every county.

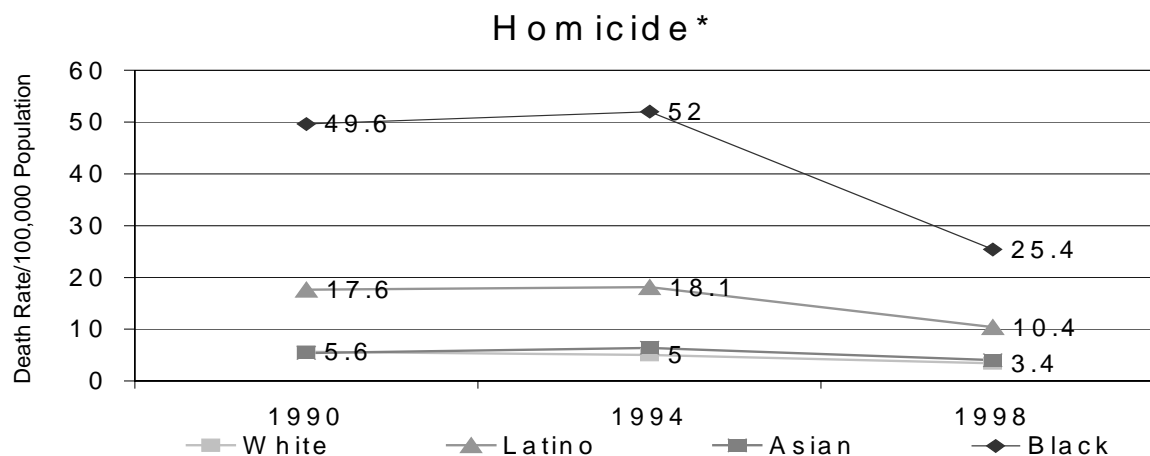
Digital Divide



Source: "Just the Facts: California's Digital Divide," Mar. 2001, based on surveys conducted between Sept. 1999 and Jan. 2001, Public Policy Institute of California

What's our status?

Asians lead all California ethnic/racial groups in both computer and Internet use. Latinos have the lowest reported rates of computer and Internet use, although Latinos who were born in the United States and speak English are on par with state averages in both categories. Black and White Californians are roughly consistent with state averages in their use of computers and the Internet.

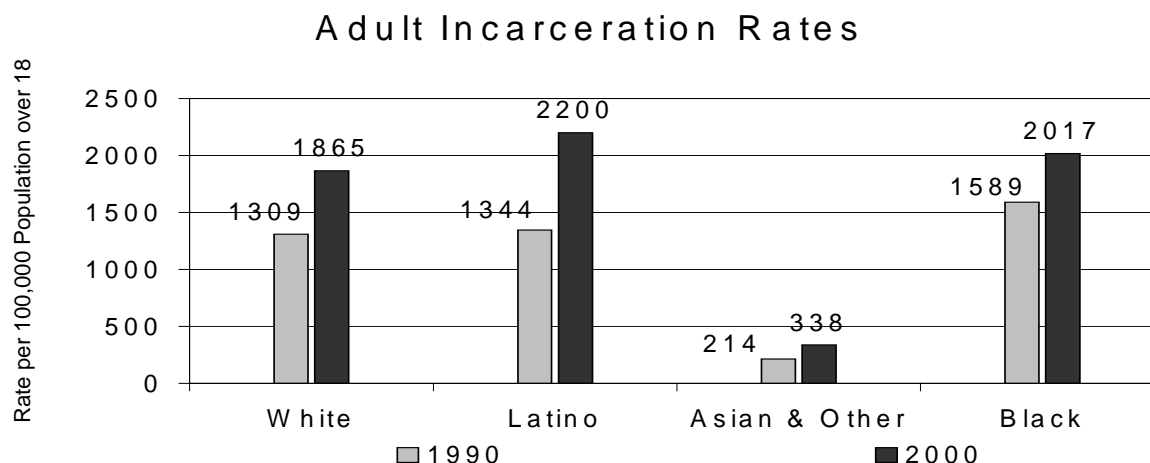


Source: California Research Bureau, 2002, using data from the CA Dept. of Health Services, Vital Statistics of California

* Age-adjusted death rates due to homicides in California

What's our status?

From 1990 to 1998, homicide rates dropped for all California's ethnic/racial groups. The largest decline was in California's Black community, where the homicide rate fell from above 50 per 100,000 in 1994 to below 30 per 100,000 in 1998. Latinos experienced a smaller, but still substantial drop in the same period.

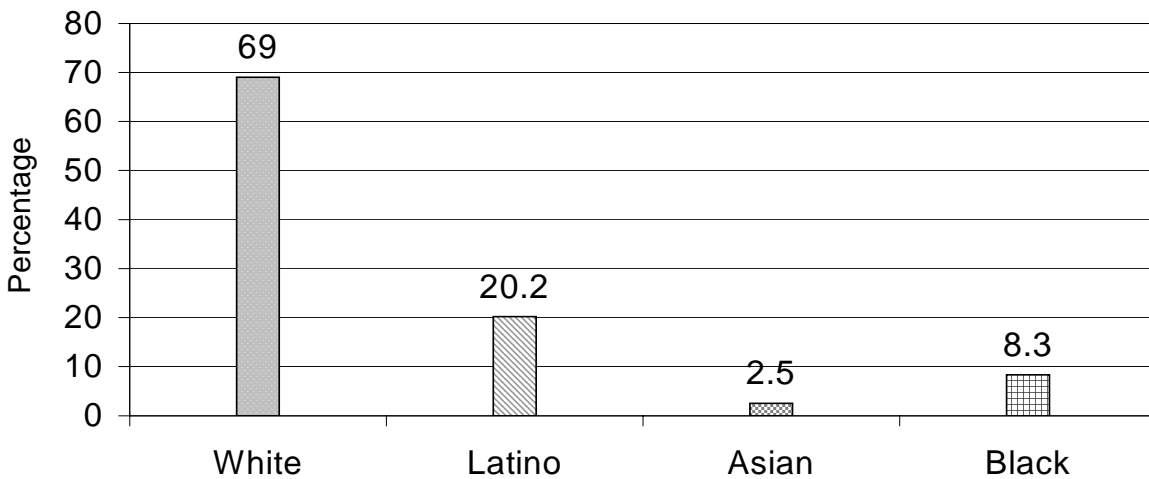


Source: California Research Bureau, 2002, data provided by the CA Dept. of Corrections

What's our status?

California's four largest ethnic/racial groups had increasing incarceration rates from 1990 to 2000. As a percent of the 1990 incarcerated population rate, Asians had the largest relative increase in (58 percent), while Latinos had the largest growth in absolute numbers (856 per 100,000 over 18). Blacks had the lowest percentage increase in incarceration rates during the same period.

Law Enforcement Personnel



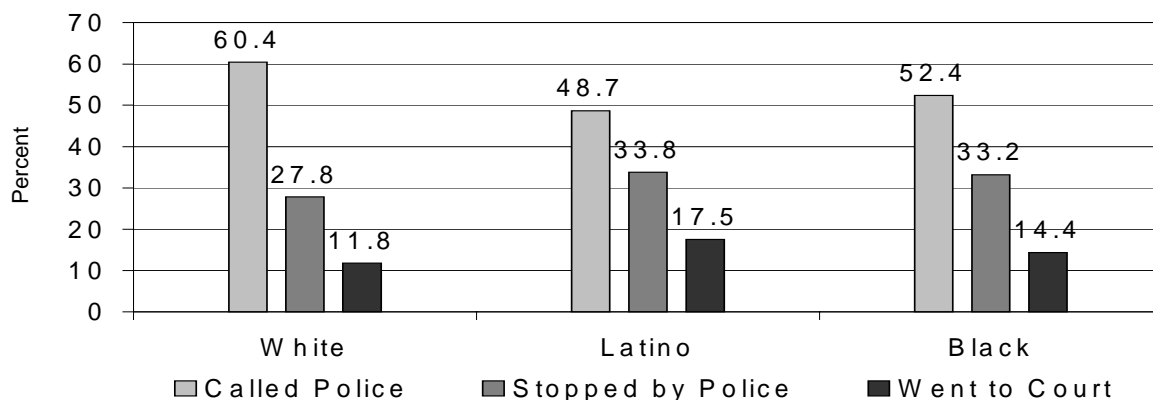
Source: California Research Bureau, 2002, using data provided by Peace Officers Standards and Training

* Percentage of sworn law enforcement personnel in California - information on ethnicity /race of law enforcement personnel is voluntarily submitted by local agencies

What's our status?

Relative to their presence in the population, Latinos and Asians are under-represented in the law enforcement workforce. Black law enforcement personnel are roughly at par with their presence in the population, while the number of White officers was considerably higher.

Encounters with Legal Authorities



Source: California Research Bureau, 2002, based on data in "How Different Ethnic Groups React to Legal Authority," Public Policy Institute of California, 2000

Satisfaction with Legal Authorities



Source: California Research Bureau, 2002, based on data in "How Different Ethnic Groups React to Legal Authority," Public Policy Institute of California, 2000

What's our status?

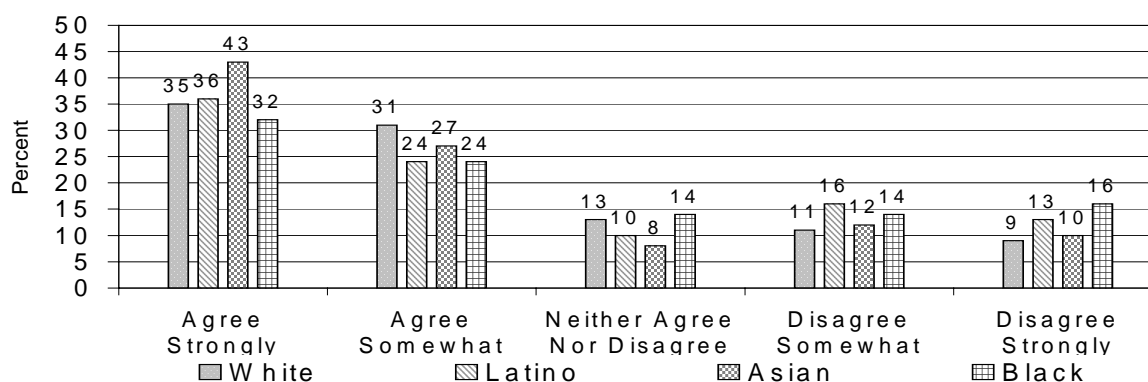
Satisfaction with court experiences is similar across racial/ethnic groups. However, Blacks and Latinos report lower satisfaction levels in their contacts with the police -- whether they called the police or were stopped by the police. Latinos and Blacks are stopped by police at higher rates than Whites, while Whites are more likely to call police for assistance.

Neighborhood Effect of Different Groups, by Race/Ethnicity of Respondents (in percent)

	Effect of Blacks			Effect of Latinos			Effect of Asians			Effect of Whites		
	Improved	No Effect	Worse	Improved	No Effect	Worse	Improved	No Effect	Worse	Improved	No Effect	Worse
Whites	11	81	8	14	74	13	18	74	8	17	80	3
Blacks	28	62	10	21	66	13	17	79	4	19	74	7
Latinos	13	81	6	28	63	9	20	75	6	19	76	5
Asians	15	79	7	13	80	7	33	65	3	24	72	4

Source: Cain, Bruce, et. al., "Ethnic Context, Race Relations and California Politics," Public Policy Institute of California, 2002

"People Happier with Others of the Same Background," by Race/Ethnicity of Respondents



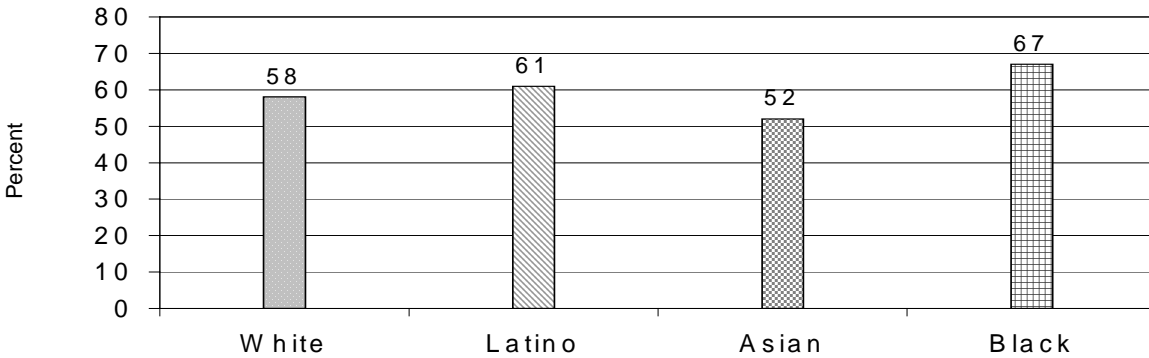
Source: 21st Century Committee, 2002, using data from Cain, Bruce, et. al., "Ethnic Context, Race Relations, and California Politics," Public Policy Institute of California, 2000

What's our status?

Overall, a strong majority of Californians of all colors reported positive or neutral feelings about the neighborhood effects of different groups. Blacks, Latinos, and Asians reported the most positive feelings about the neighborhood effect of members of their own ethnic groups. Whites deviated from the norm of expressing the most positive assessment for their own group's effect.

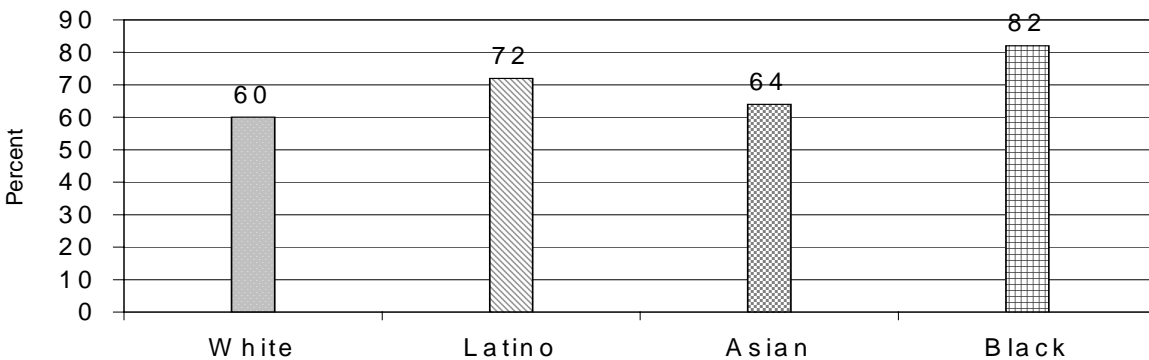
However, as the bottom chart shows, a majority of Californians from all ethnic/racial groups agreed with the statement, "people of different ethnic and racial groups are generally happier when they live and socialize with others of the same background."

Environmental Justice: Pollutants



Source: Baldassare, Mark, 2002, using data from "PPIC Statewide Survey: Special Survey on the Environment," Public Policy Institute of California, June 2002

Environmental Justice: Parks



Source: Baldassare, Mark, 2002 using data from "PPIC Statewide Survey: Special Survey on the Environment," Public Policy Institute of California, June 2002

What's our status?

As these charts from the 2002 Public Policy Institute of California, "Statewide Survey: Special Survey on the Environment," show, a majority of Californians of all colors believe low-income and minority neighborhoods have more than their fair share of pollutants. Latinos and Blacks are more likely to report disparities in the distribution of parks than are Whites or Asians.

Race and Ethnicity in California: Demographics Report Series Racial/Ethnic Diversity and Residential Segregation in the San Francisco Bay Area

Author Alejandra Lopez examines the racial/ethnic composition of Bay Area counties and communities in this report from the Center for Comparative Studies in Race and Ethnicity at Stanford University. Lopez used Census 2000 data, highlighting indices of diversity and residential segregation. She provides a demographic overview of Bay Area communities and examines the extent to which neighborhoods are racially/ethnically mixed. The following excerpts and summarizes Lopez's findings.

Research Highlights

In her analysis of residential segregation in the San Francisco Bay Area, report author Alejandra Lopez analyzed data from seven counties, including: Alameda, Contra Costa, Marin, San Francisco, San Mateo, Santa Clara, and Solano. She found that while the Bay Area as a whole is one of the most racially/ethnically diverse regions of the country, there is significant variation across the region's counties and municipalities.

- Alameda County is the most ethnically/racially diverse and has the smallest percentage of Whites (40.94).
- Marin County is the least diverse and has the largest percentage of Whites (78.55).
- The largest percentages of Blacks are in Alameda (14.62) and Solano (14.60) counties.
- The largest percentage of Latinos live in Santa Clara County (11.92).
- The largest percentage of Asians reside in San Francisco County (30.66)

In her analysis of residential segregation, Lopez concludes that residential segregation is still prevalent in the Bay Area. Similar to conditions in the rest of the U.S., segregation is highest for African Americans, followed by Latinos, Asians, and American Indians.

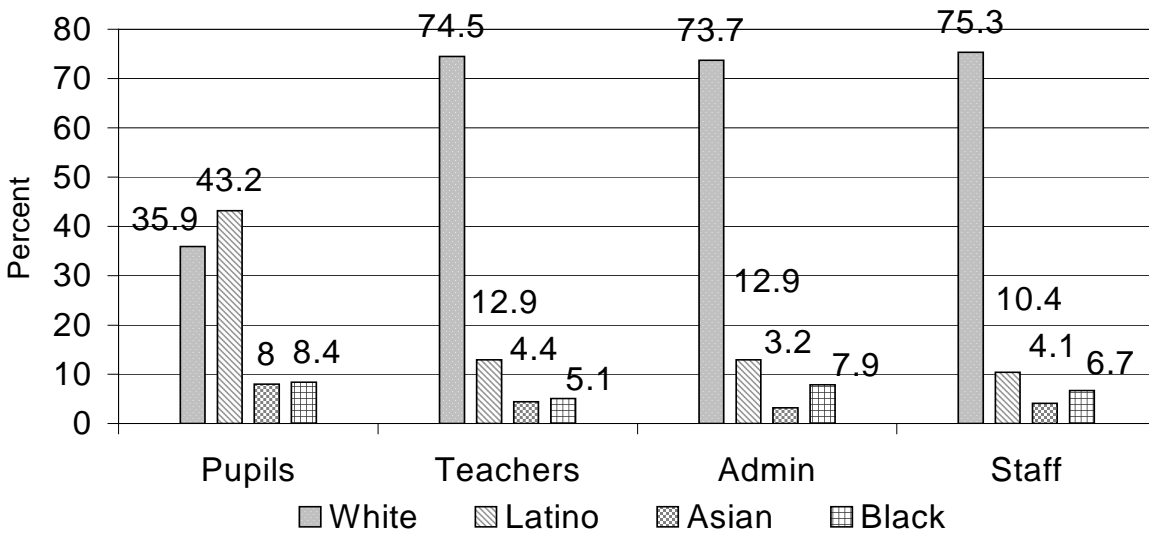
For a copy of the report: http://www.stanford.edu/dept/csre/reports/report_1.pdf

For more information about the Center for Comparative Studies in Race and Ethnicity at Stanford University: <http://www.stanford.edu/dept/csre/index.html>

SCHOOLS

There are very distinct ethnic and racial disparities in California schools, from kindergarten to college and beyond. On measures capturing “good” conditions - like academic achievement or college completion - Asians and Whites do significantly better than Blacks and Latinos. On measures capturing more challenging issues - like teacher quality - Blacks and Latinos appear to face larger obstacles. Across the education spectrum, Black and Latino students face more obstacles and are less successful. These gaps become even larger when income is taken into consideration.

California K- 12 Public Schools



Source: California Research Bureau, 2002, using CBEDS data from the CA Dept. of Education, 2000-2001

What's our status?

Latinos are the largest ethnic sub-group of California's K-12 public school enrollee population. Whites make up the next largest group, and Asians and Blacks tie for third. However, Whites constitute nearly three-fourths of the employed adult population in schools. Blacks are employed in the administration and staff at rates that are consistent with their presence in the population at large, but have fewer teachers. Latinos and Asians are significantly under-represented; their presence in teaching, administration, and staff is well below their presence in the population at large.

Most Prevalent Non-English Languages and Number of K-12 Students Speaking These Languages: 1981-2000

Rank	1981		1990		2000	
1	Spanish	285,567	Spanish	655,097	Spanish	1,222,809
2	Vietnamese	22,826	Vietnamese	34,934	Vietnamese	39,447
3	Cantonese	14,196	Cantonese	21,154	Hmong	28,374
4	Korean	7,508	Khmer (Cambodian)	19,234	Cantonese	25,509
5	Filipino (Tagalog)	6,752	Hmong	18,091	Filipino (Tagalog)	18,193
6	Lao	5,585	Filipino (Tagalog)	16,338	Khmer (Cambodian)	16,283

Source: Tafoya, Sonya "The Linguistic Landscape of California Schools," *California Counts: Population Trends and Profiles*, Public Policy Institute of California, 2002

Number and Share of K-12 English Learner Students by Region: 1981-2000

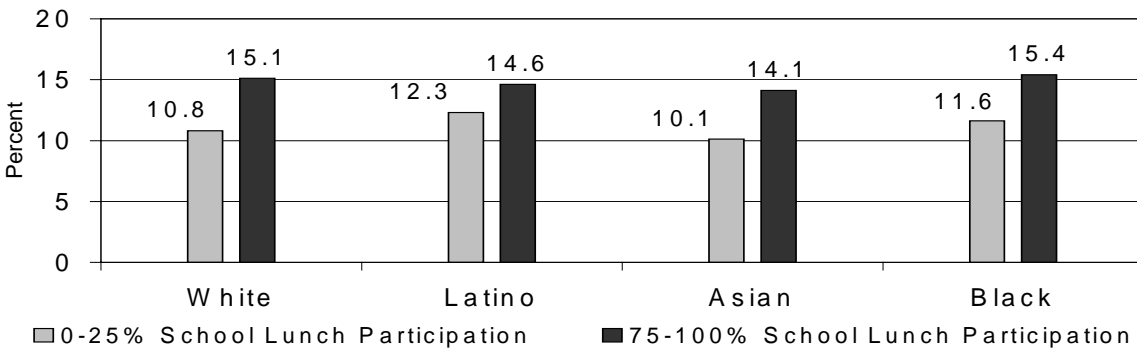
Region	No. of Els		Share of State's Els		Share of State's Enrollment, 2000	% Increase in No. of Region's Els, 1981-2000	% Increase in Region's Total enrollment, 1981-2000
	1981	2000	1981	2000			
LA Area	226,492	748,603	59.8	50.6	38.3	231	38
SF Bay Area	53,098	183,646	13	16.6	16.2	246	23
Inland Empire	16,948	128,053	6.8	8.3	11.6	656	133
San Joaquin Valley	27,263	168,064	6.5	7.8	12.2	516	75
San Diego Area	28,680	124,510	6.4	7.5	8.6	334	57
Sacramento Area	6,799	47,309	3.7	4.2	5.5	596	69
Central Coast	14,483	61,796	2.7	3.6	3.8	327	49
Sacramento Valley	2,117	13,397	.3	.8	1.9	533	42
North Coast	668	3,711	.4	.4	.9	456	25
Foothill	61	248	.3	.2	.6	307	50
Mountain	185	1,190	.1	.1	.5	543	7

Source: Tafoya, Sonya "The Linguistic Landscape of California Schools," *California Counts: Population Trends and Profiles*, Public Policy Institute of California, 2002

What's our status?

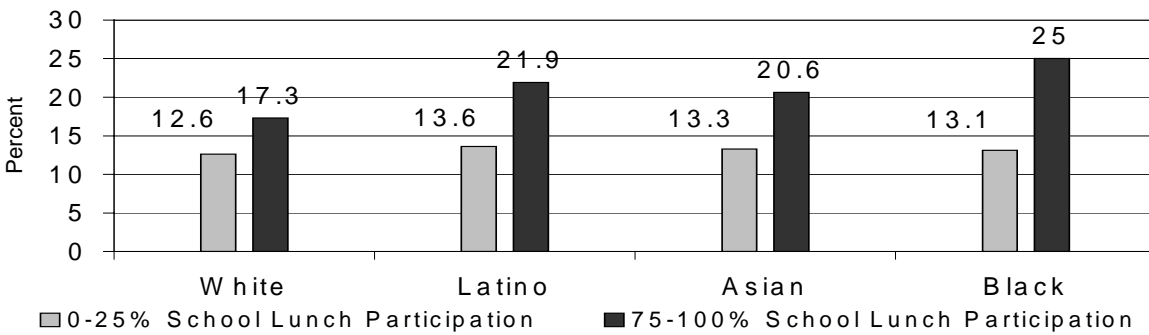
The number of students whose primary language is something other than English is increasing in our schools. Spanish is, by far, the fastest growing and numerically largest non-English language spoken by California K-12 students. While most English learners in the state are in the Los Angeles region, that region's share of the English learner population dropped from 1981 to 2000. The largest regional increase in English learners was in the Inland Empire.

Percent of Teachers with 0 and 1 Year of Experience: 1990-1991



Source: 21st Century Committee, 2002, based on data in Jepson et. al., "Class Size Reduction, Teacher Quality, and Academic Achievement in California Public Elementary Schools," Table 3.1, Public Policy Institute of California

Percent of Teachers with 0 and 1 Year Experience: 1999-2000

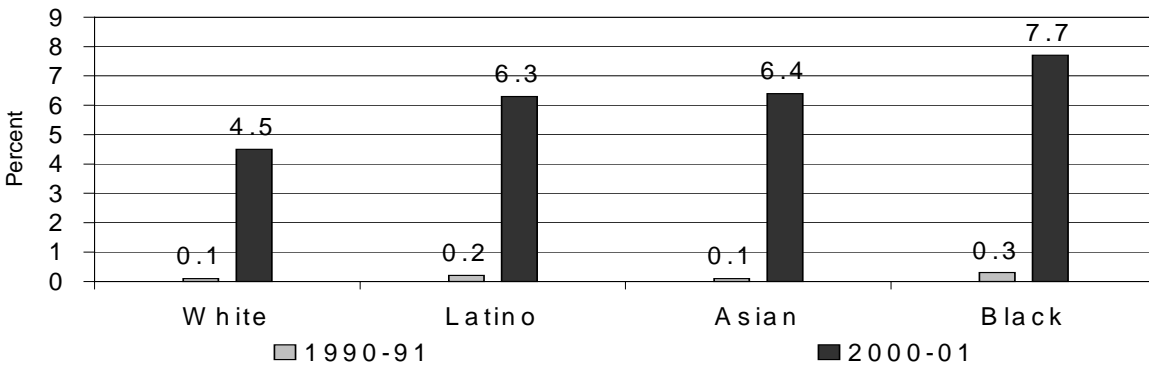


Source: 21st Century Committee, 2002, based on data in Jepson, et. al., "Class Size Reduction, Teacher Quality, and Academic Achievement in California Public Elementary Schools," Table 3.1, Public Policy Institute of California

What's our status?

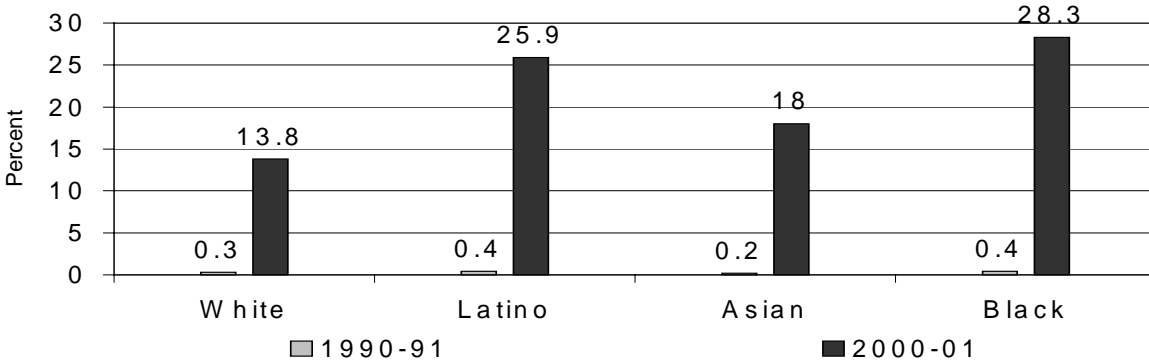
In 1990-1991, the distribution of inexperienced teachers across California's various ethnic and economic groups was relatively equal. The percentages of students taught by teachers with none and one year of experience increased for all ethnic and economic groups between 1990 and 2000. However, the increase was not evenly distributed by ethnicity and economic class. Black youth in schools with 75 to 100 percent school free lunch participation experienced the largest increase in less-experienced teachers. Asians and Latino students in low-income schools experienced smaller but similar increases in the percentage of less-experienced teachers.

Uncredentialed Teachers in Low-Poverty Schools: 1990-91 and 2000-01



Source: 21st Century Committee, 2002, using data from Jepsen, et. al., "Class Size Reduction, Teacher Quality, and Academic Achievement in California Public Elementary Schools," table 3.2, Public Policy Institute of California, 2002

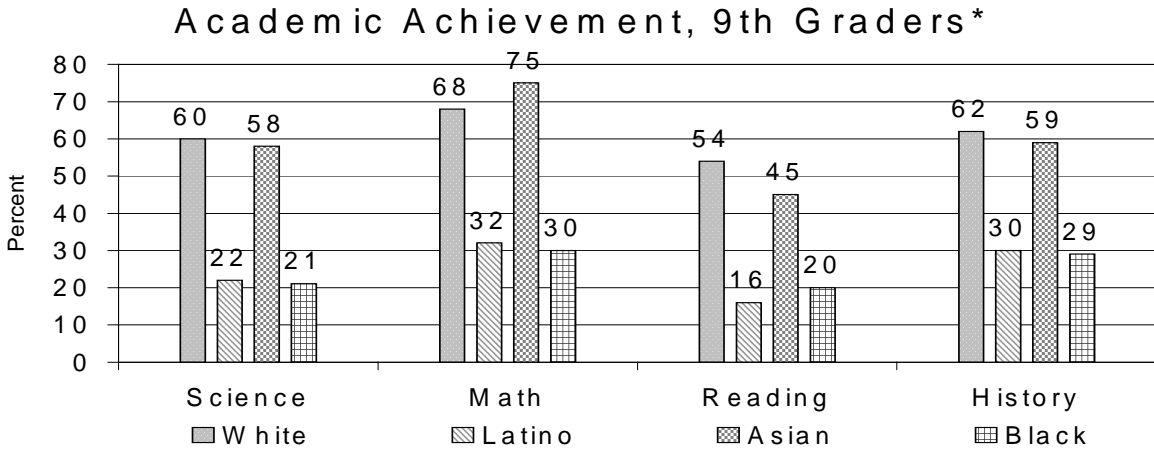
Uncredentialed Teachers in High-Poverty Schools: 1990-91 and 2000-01



Source: 21st Century Committee, 2002, using data from Jepsen, et. al., "Class Size Reduction, Teacher Quality, and Academic Achievement in California Public Elementary Schools," table 3.2, Public Policy Institute of California, 2002

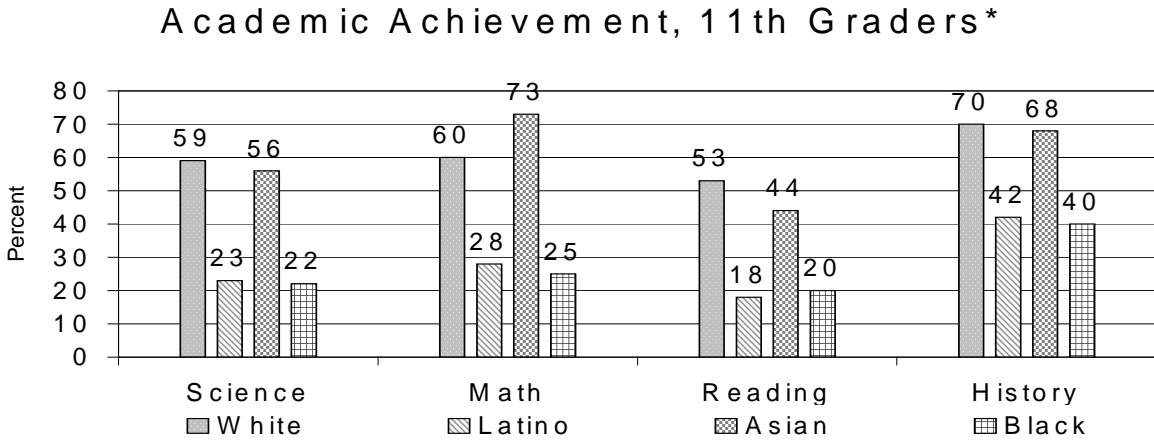
What's our status?

The percentage of uncertified teachers in classrooms rose sharply between 1990 and 2000 for all ethnic/racial groups. The increase was steepest for Asians, Latinos, and Blacks in high-poverty schools.



Source: California Research Bureau, STAR State Summary Report using Stanford 9 data as reported by the CA Dept. of Education, Spring 2000

* Percent of students scoring at or above the 50th national percentile



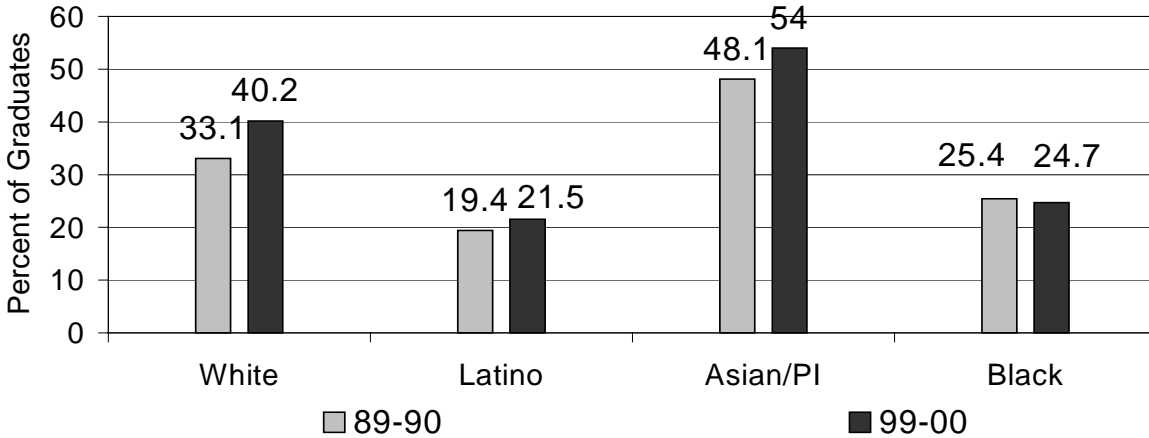
Source: California Research Bureau, STAR State Summary Report using Stanford 9 data as reported by the CA Dept. of Education, Spring 2000

* Percent of students scoring at or above the 50th national percentile

What's our status?

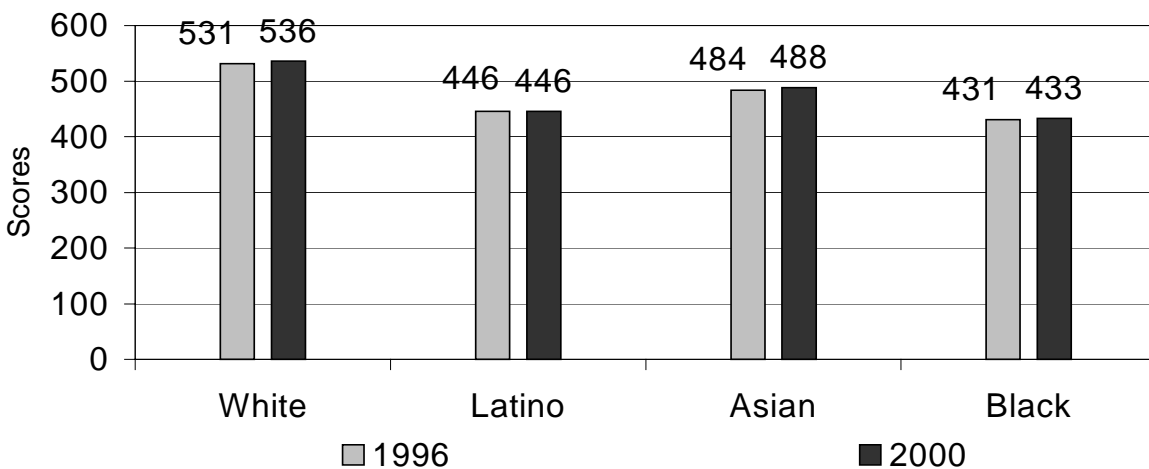
White and Asian youth in the 9th and 11th grades are performing at considerably higher levels than their Latino and Black counterparts in all four subject areas. All four groups are weakest in reading. Latinos and Blacks are strongest in math and history.

High School Graduates Completing University Preparatory Curriculum: 1989-1990 and 1999-2000



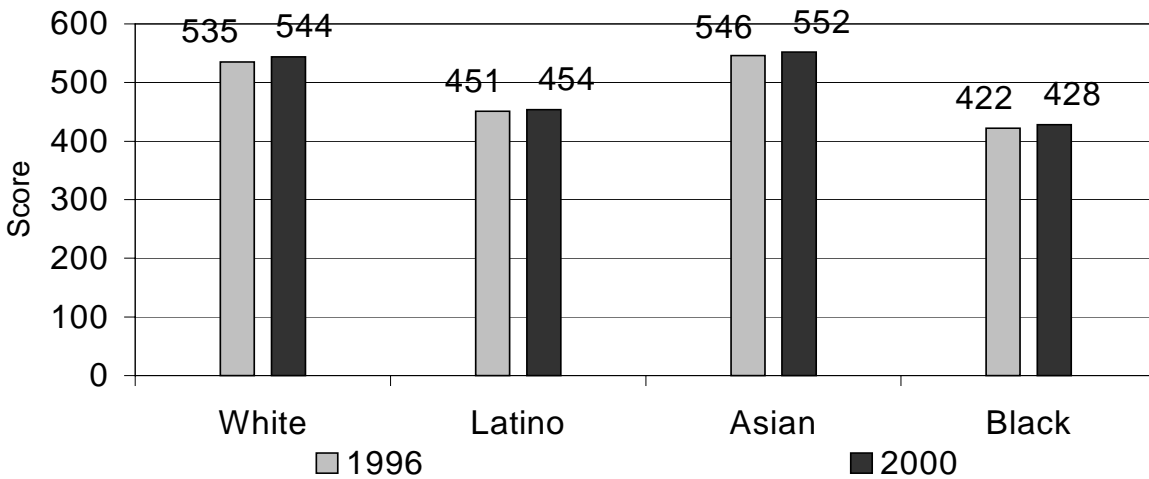
Source: 21st Century Committee, 2002, using data from "Higher Education Performance Indicators, 2001," CA Postsecondary Education Commission, April 2002

SAT Verbal Achievement: 1996 and 2000



Source: 21st Century Committee, 2002, using data from "Higher Education Performance Indicators, 2001," CA Postsecondary Education Commission, April 2002

SAT Math Achievement: 1996 and 2000

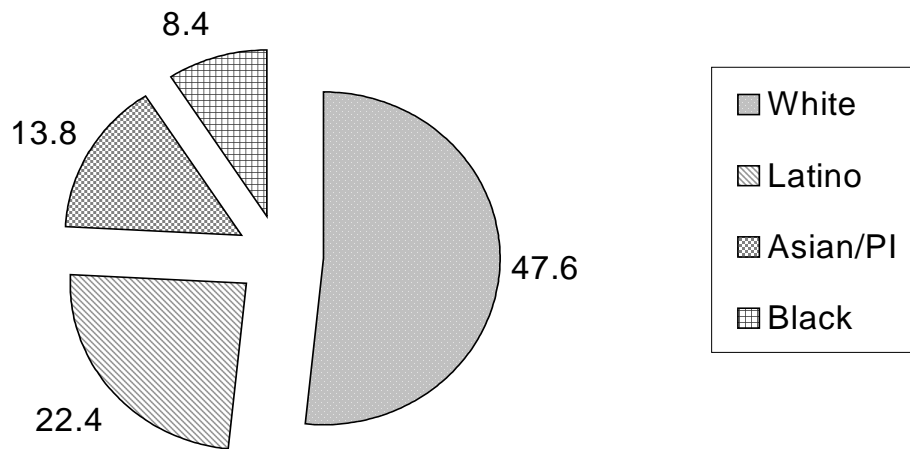


Source: 21st Century Committee, 2002, using data from "Higher Education Performance Indicators, 2001," CA Postsecondary Education Commission, April 2002

What's our status?

Asian students are completing the University Preparatory curriculum at significantly higher rates than are other ethnic groups. Latinos have the lowest completion rates, followed closely by Blacks. The number of White and Asian students taking college prep courses between 1989-90 and 1999-00 increased, while Latino students increased, but by a small number, and Blacks decreased. SAT scores stayed about the same from 1989-90 to 1999-00, for all groups.

CA Community Colleges, Freshman Class of 1995*

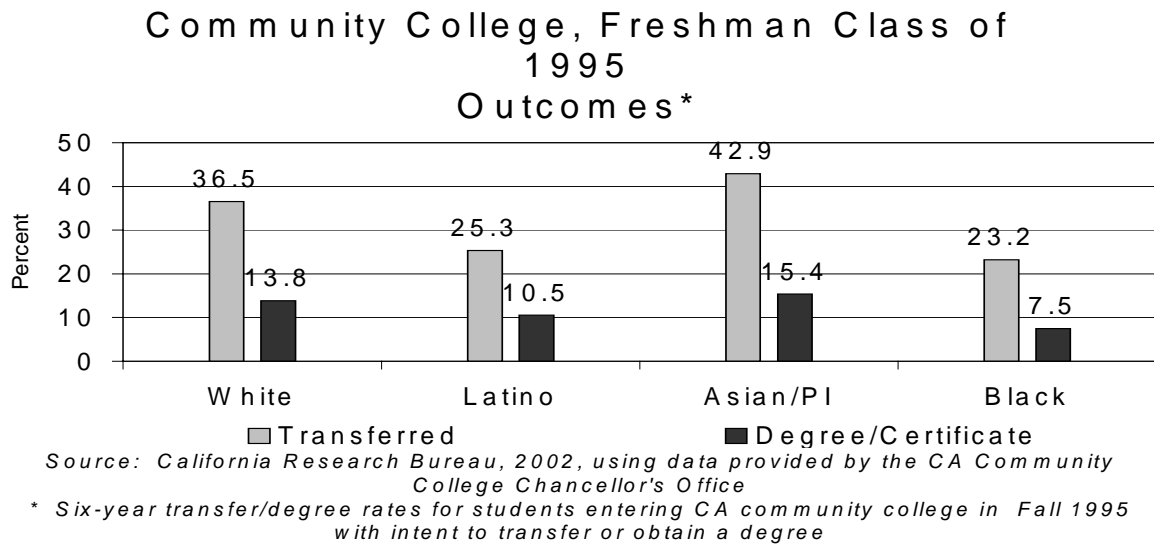
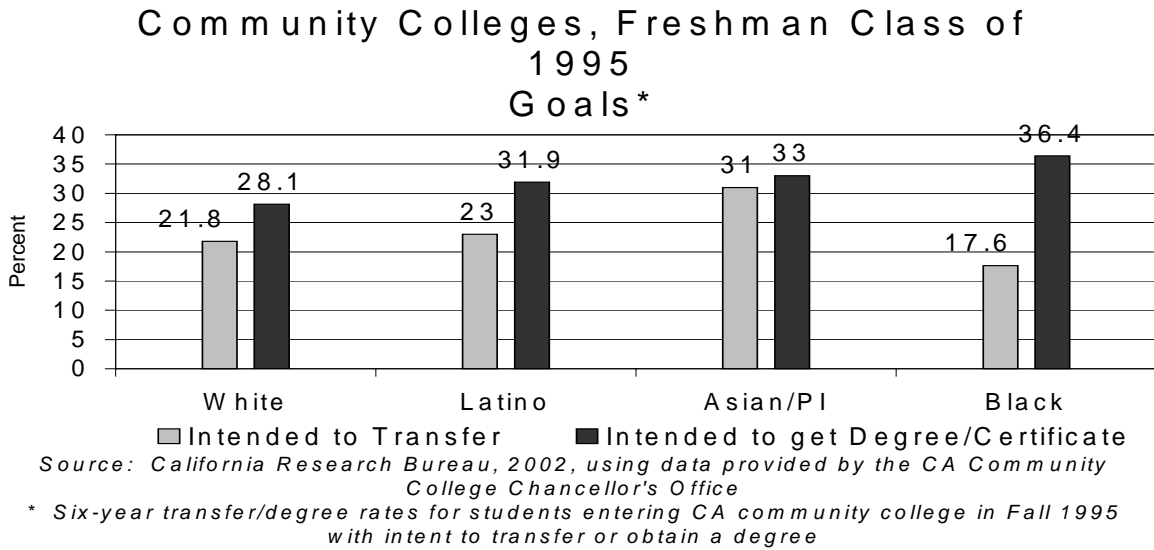


Source: California Research Bureau, 2002, using data provided by the CA Community Colleges Chancellor's Office

** Students entering CA community college for the first time in Fall 1995*

What's our status?

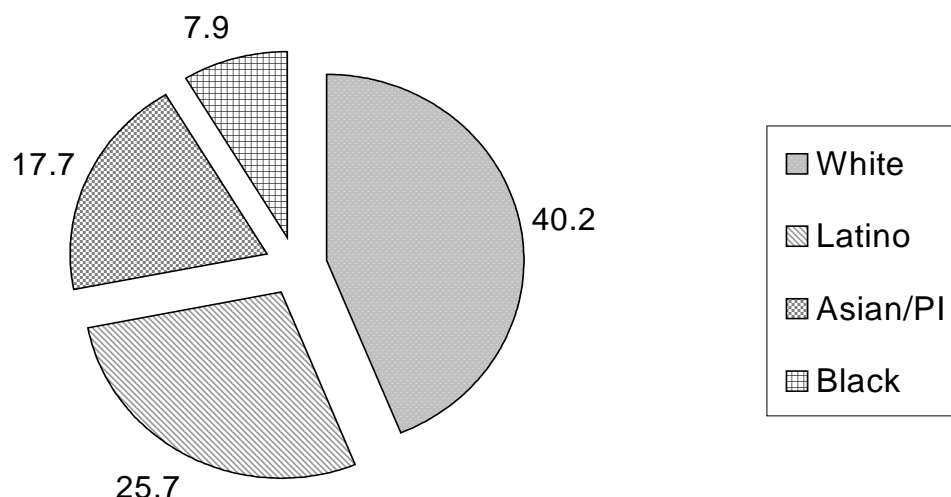
Blacks and Asians were represented in the 1995 freshman class at rates approximating their presence in the population, while Latinos were under-represented. Whites are at about their share of the 1995 population.



What's the status?

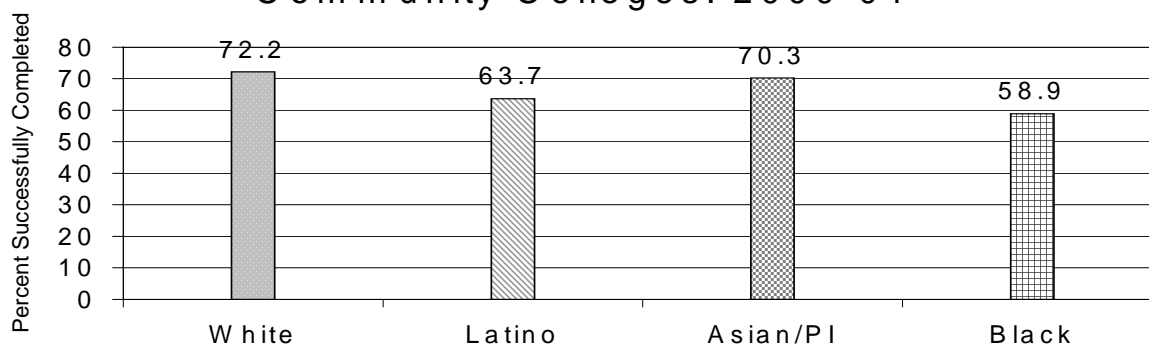
Asian community college students are completing their desired educational goals at the highest rates, though fewer than half who intended to transfer or get a degree in 1995 actually did so. Blacks and Latinos had the lowest transfer and degree/certificate completion rates, though their intent - as freshman - to achieve a degree/certificate was consistent with or higher than their Asian and White counterparts.

Credit Course Enrollment, Community Colleges: 2000-01



Source: California Research Bureau, 2002, using data provided by the CA Community Colleges Chancellor's Office

Successful Credit Course Completion, Community Colleges: 2000-01



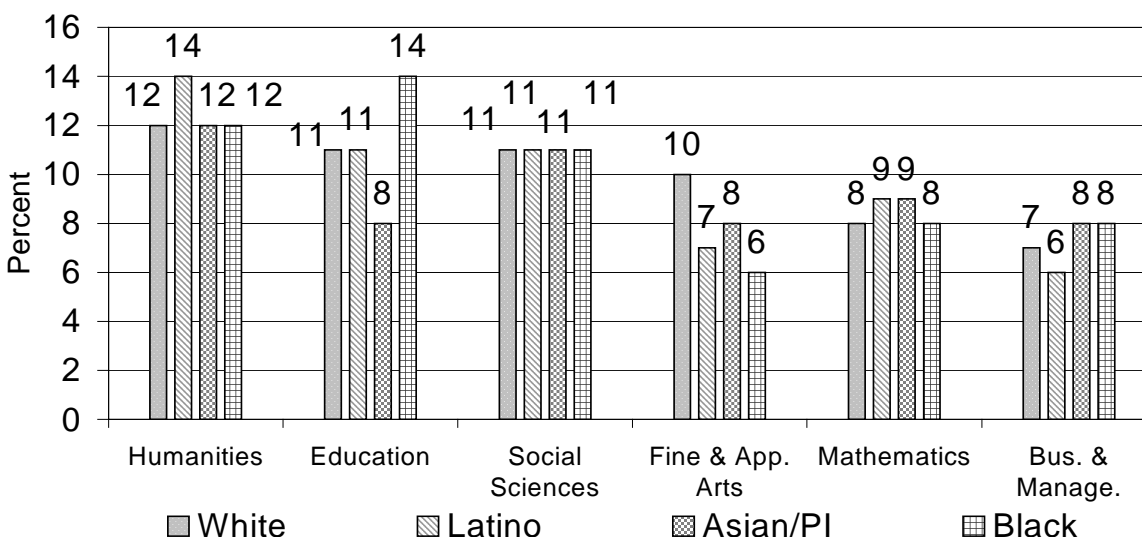
Source: California Research Bureau, 2002, using data provided by the CA Community College Chancellor's office

* Chart shows the percent of attempted enrollments in credit courses that were successfully completed (a student earned a "C" or higher)

What's our status?

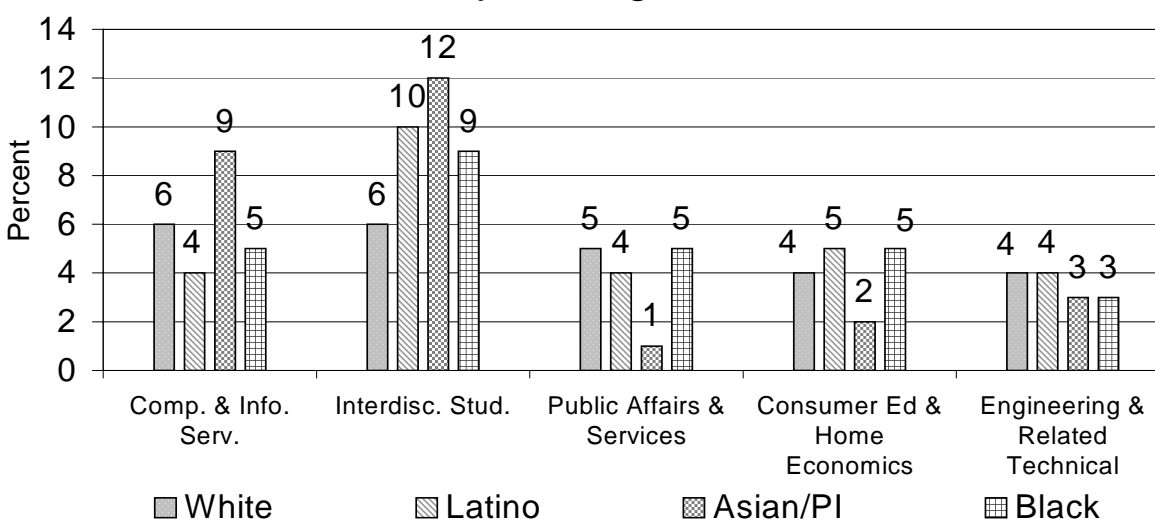
Of credit course takers in 2000-01, Blacks were represented at rates approximating their presence in the population. Latinos were under-represented and Whites and Asians were over-represented -- though these over- and under-representations are slightly less severe than the 1995 population. Blacks and Latinos had higher rates of non-completion than their White and Asian classmates.

Credit Course Enrollment by Subject Area, Community Colleges: 2000-01



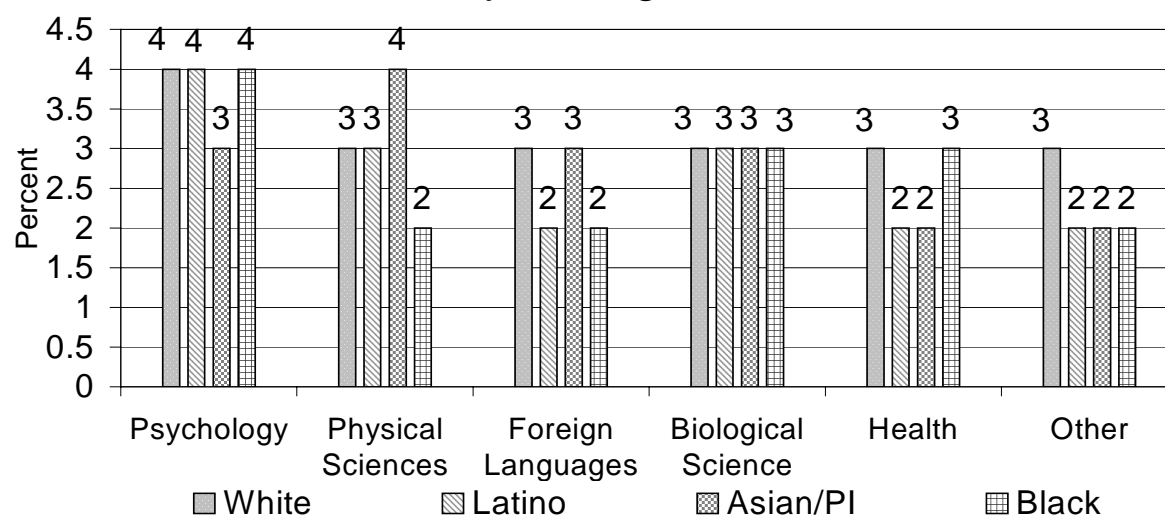
Source: California Research Bureau, 2002, using data provided by the CA Community Colleges Chancellor's Office

Credit Course Enrollment by Subject Area, Community Colleges: 2000-01



Source: California Research Bureau, 2002, using data provided by the CA Community Colleges Chancellor's Office

Credit Course Enrollment by Subject Area, Community Colleges: 2000-01

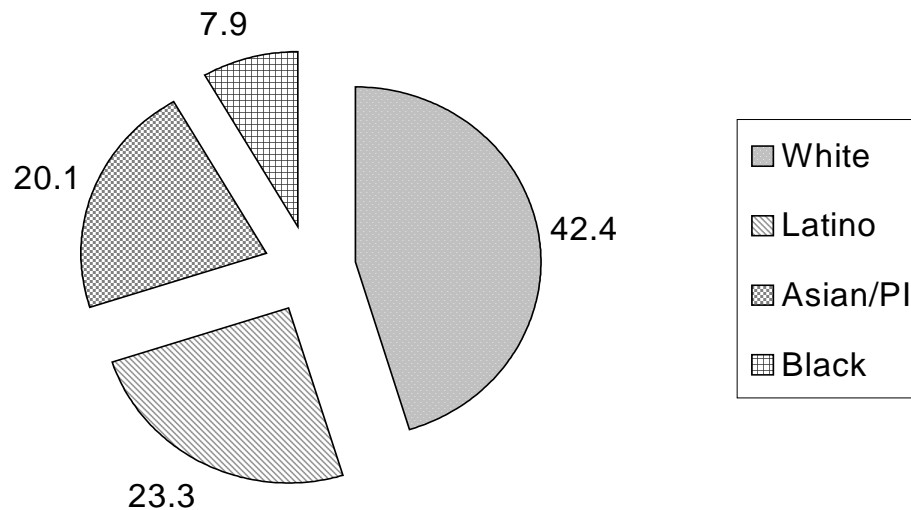


Source: California Research Bureau, 2002, using data provided by the CA Community Colleges Chancellor's Office

What's our status?

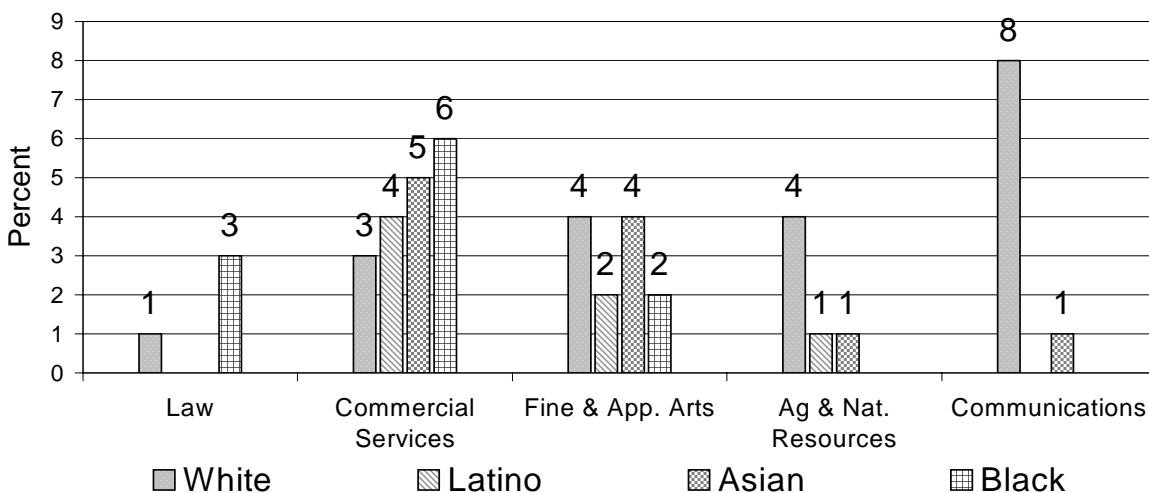
Most students from all ethnic/racial backgrounds are enrolled in social sciences, humanities, education, social science, or interdisciplinary studies courses. ("Interdisciplinary studies" includes English as a Second Language, basic skills and career exploration courses.) Black students particularly enroll in education courses, especially physical education. Asian students have relatively high participation in computer and information sciences courses and low participation in public affairs and services courses.

Vocational Certificates Awarded Community Colleges: 2000-01



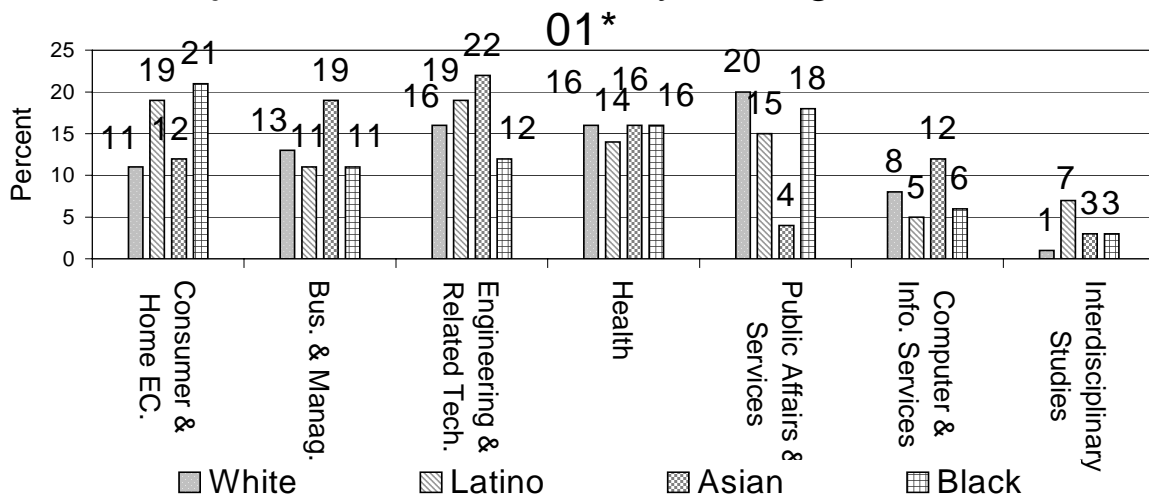
Source: California Research Bureau, 2002, using data provided by the CA Community Colleges Chancellor's Office

Vocational Certificates Awarded by Subject, Community Colleges: 2000-01*



Source: California Research Bureau, 2002, using data provided by the CA Community Colleges Chancellor's Office
* largest disciplines

Vocational Certificates Awarded by Subject Area, Community Colleges: 2000-



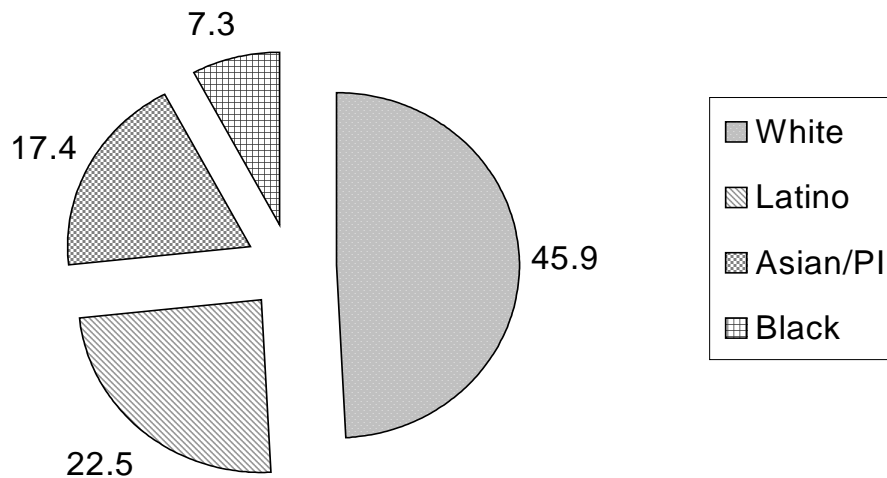
Source: California Research Bureau, 2002, using data provided by the CA Community Colleges Chancellor's Office

* largest disciplines

What's our status?

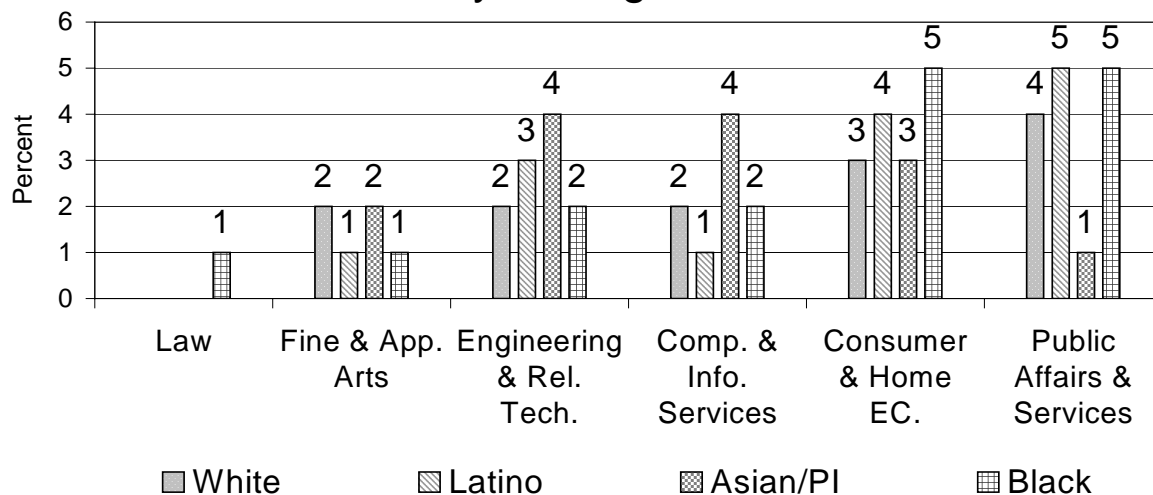
Black community college vocational education enrollees are at par with their general population rates and Whites/Asians and Latinos were over- and under-represented, respectively. Almost half of the Asian vocational education students earn business or engineering certificates. Black students primarily gain certificates in health, public affairs and services, and consumer education and home economics. White students earn certificates in public affairs and services, health and engineering; and Latinos in consumer education and home economics, and engineering.

AA/AS Degrees Awarded at Community Colleges: 2000-01



Source: California Research Bureau, 2002, using data provided by the CA Community Colleges Chancellor's office

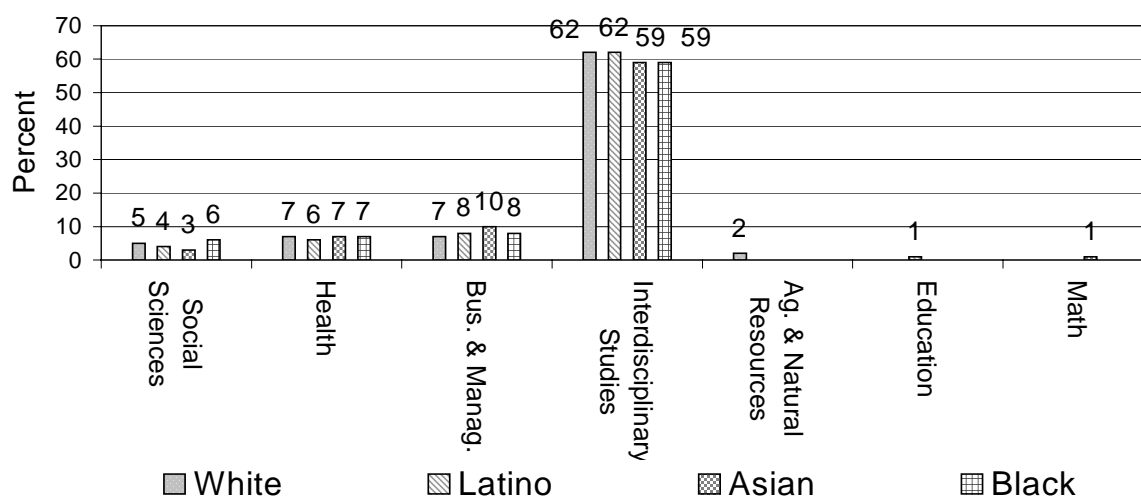
AA/AS Degrees by Subject Area, Community Colleges: 2000-01*



Source: California Research Bureau, 2002, using data provided by the CA Community Colleges Chancellor's office

* ten largest disciplines for each identified ethnic/racial group

AA/AS Degrees by Subject Area, Community Colleges: 2000-01*



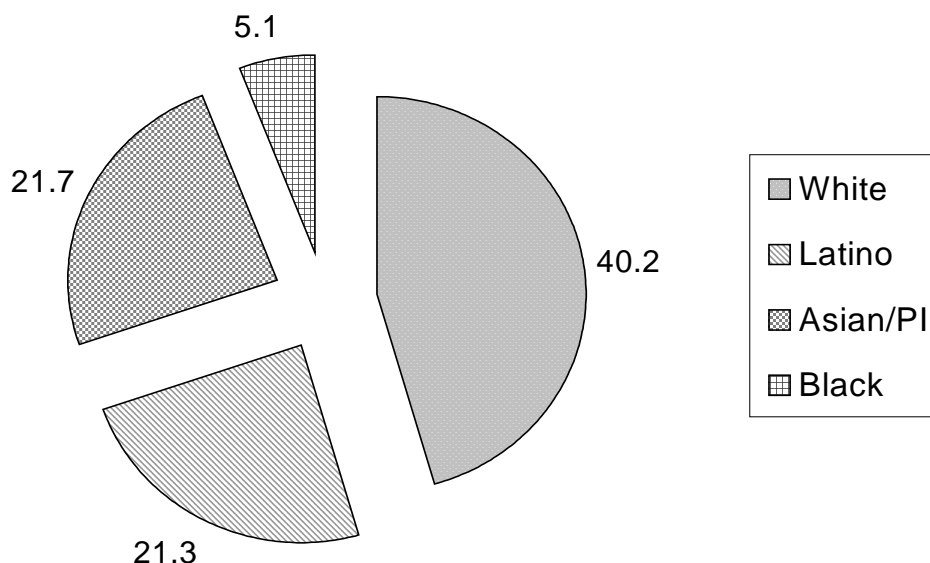
Source: California Research Bureau, 2002, using data provided by the CA Community Colleges Chancellor's office.

* ten largest disciplines for each identified ethnic group

What's our status?

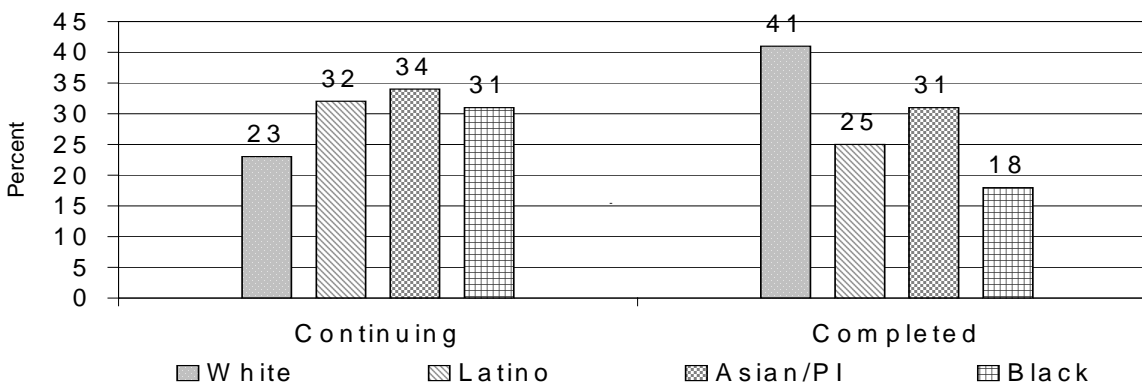
Almost two-thirds of the AA/AS degrees granted to students from all four major ethnic/racial groups are in interdisciplinary studies. Distribution across the other disciplines is generally equal, except for comparatively high percentages of Asians gaining degrees in engineering and computers.

CSU, Freshman Class of 1995*



Source: California Research Bureau, 2002, using data provided by CSU
 * First-time freshman regularly admitted to any CSU campus in the Fall of 1995

CSU, Freshman Class of 1995 Outcomes*

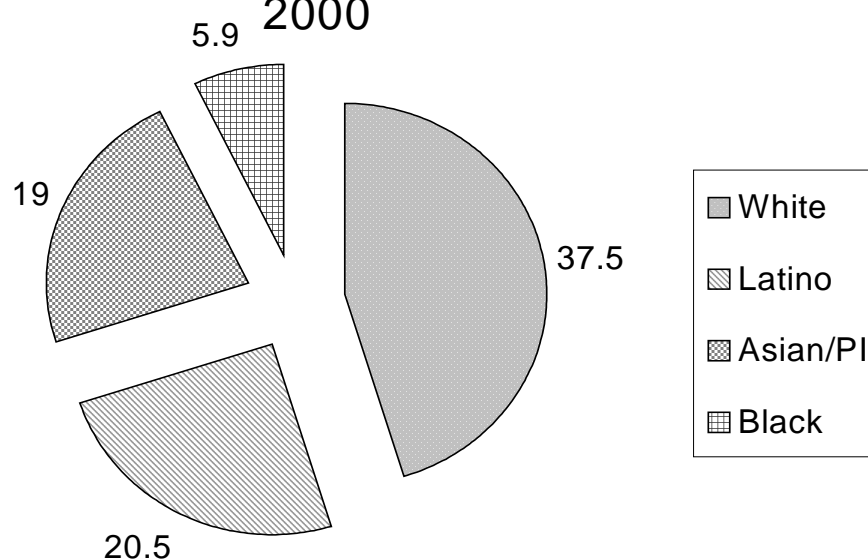


Source: California Research Bureau, 2002, using data provided by CSU
 * First-time freshman regularly admitted to any CSU campus in the Fall of 1995

What's our status?

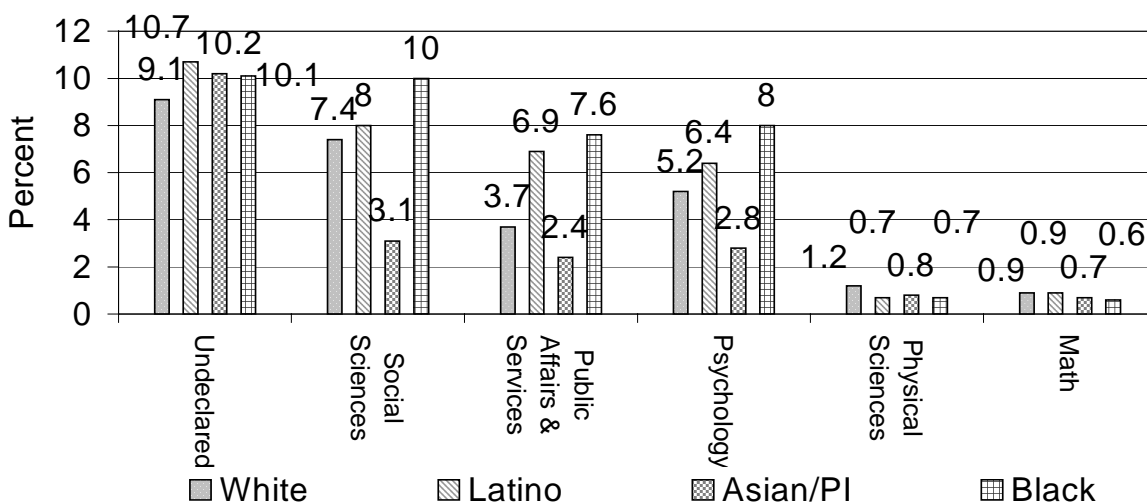
Black, Latino, and White students were under-represented on California State University campuses, relative to their presence in the population at large, and Asian/Pis were over-represented in the Fall 1995 CSU freshman class. Five years after entering, slightly over half (51 percent) of Black first-time freshman had neither completed their studies nor were continuing their education. Sixty-plus percent of the White and Asian/PI students had completed a degree or were continuing; Whites were more likely to have completed a degree. Latinos had lower completion rates than Whites and Asian/Pis, and had continuation rates that were at par with Blacks and Asian/Pis.

CSU Undergraduate Enrollment: 2000



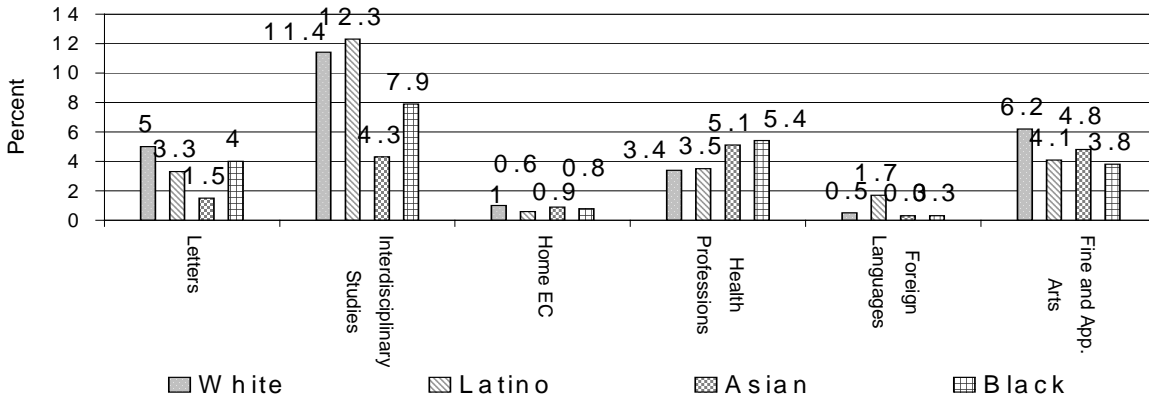
Source: California Research Bureau, 2002, using data from CSU, "CSU Enrollment by Ethnic Group, Fall 2000 Profile," Table 4A

CSU Undergraduate Enrollment, by Subject Area: 2000



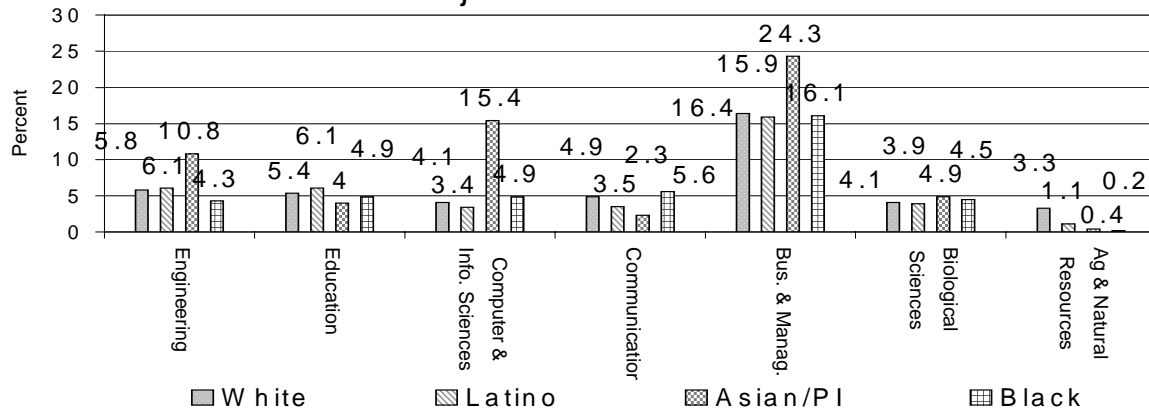
Source: California Research Bureau, 2002, using data from CSU, "CSU Enrollment by Ethnic Group, Fall 2000 Profile"

CSU Undergraduate Enrollment, by Subject Area: 2000



Source: California Research Bureau, 2002, using data from CSU, "CSU Enrollment by Ethnic Group, Fall 2000 Profile"

CSU Undergraduate Enrollment by Subject Area: 2000

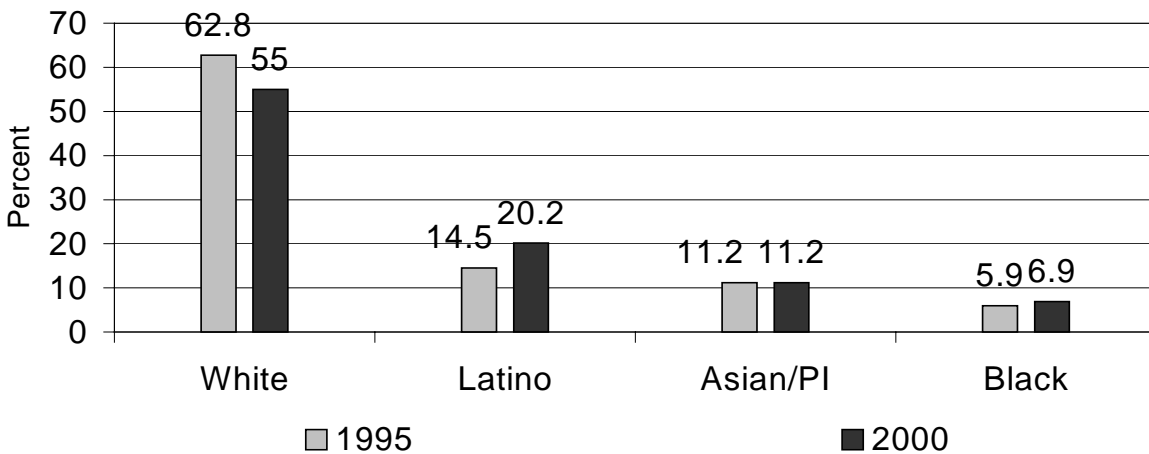


Source: California Research Bureau, 2002, using data from CSU, "CSU Enrollment by Ethnic Group, Fall 2000 Profile"

What's our status?

In 1995 and 2000, there was no majority demographic group among CSU undergraduates. Asian/PI students enrolled at notably higher rates in engineering and business classes, and at notably lower rates in psychology, social sciences, and public affairs and services. The other ethnic/racial groups were relatively evenly distributed across the various disciplines.

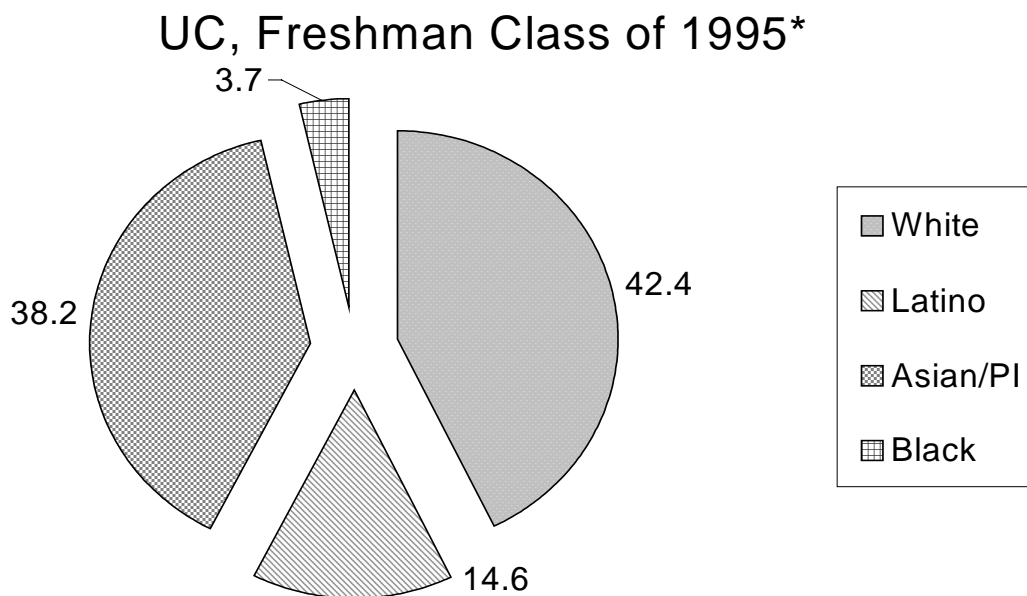
CSU Graduate Enrollment: 1995 and 2000



Source: 21st Century Committee, 2002, using data from "Higher Education Performance Indicators Report, 2001," California Postsecondary Education Commission

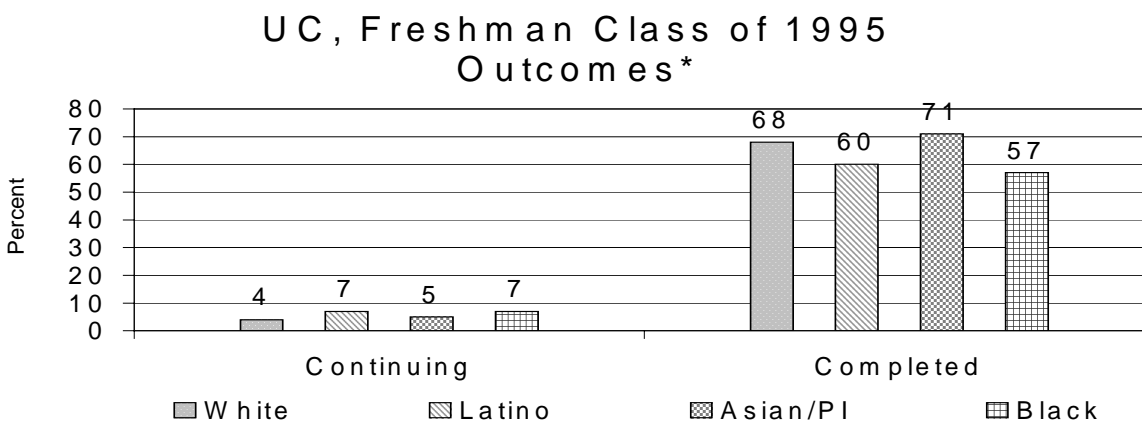
What's our status?

Between 1995 and 2000, the total number of CSU graduate enrollments increased for all students. Latinos had the largest proportional numerical increase, 67.4 percent, while Whites had the lowest, 4.8 percent, but from a much higher base. Black graduate students increased by 40 percent and Asian/PI students increased by slightly less than 20 percent. As a proportion of the total student body, the White population decreased between 1995 and 2000. Latinos increased substantially.



Source: California Research Bureau, 2002, using data provided by UC Office of the President

* First-time freshman regularly admitted to UC in Fall 1995



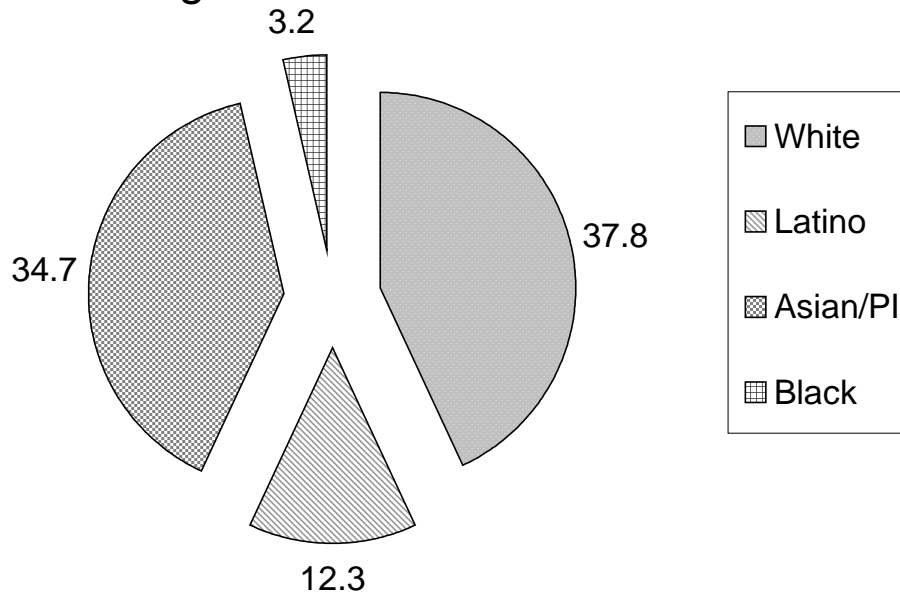
Source: California Research Bureau, 2002, using data provided by UC Office of the President

* Five-year completion and continuation rates of regularly admitted students entering any UC campus in Fall 1995

What's our status?

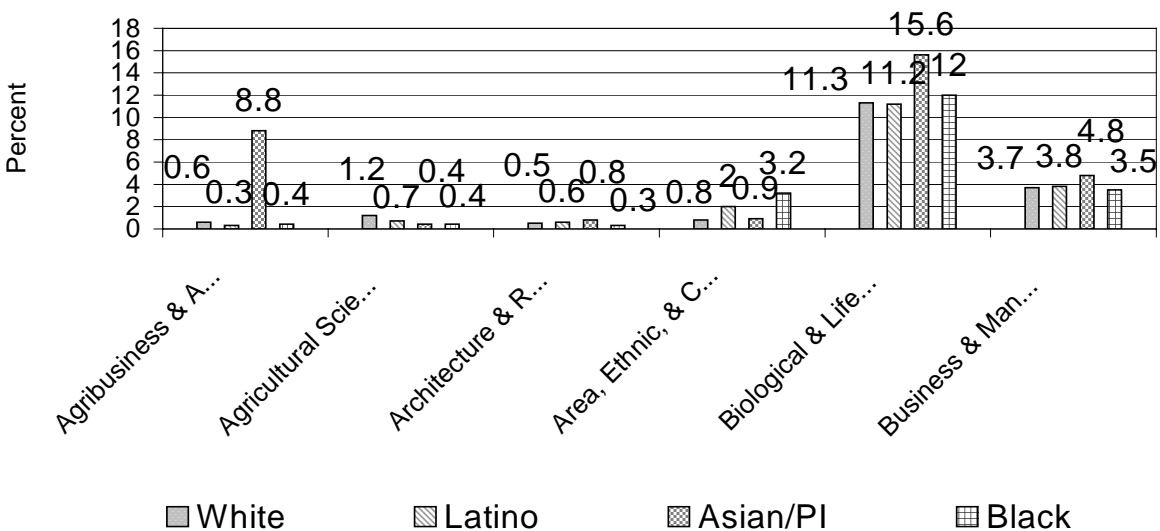
The most distinct ethnic/racial characteristics of UC's 1995-freshman class were the large number of Asian/PI students and the low numbers of Blacks and Latinos, relative to the population at large. This trend accelerated in 2000. Over half of all students completed degrees, with Asian/PI and White students completing at the highest rates (71 and 68 percent respectively) and Black and Latino students completing at the lowest rates (57 percent and 60 percent respectively).

UC Undergraduate Enrollment: 2000



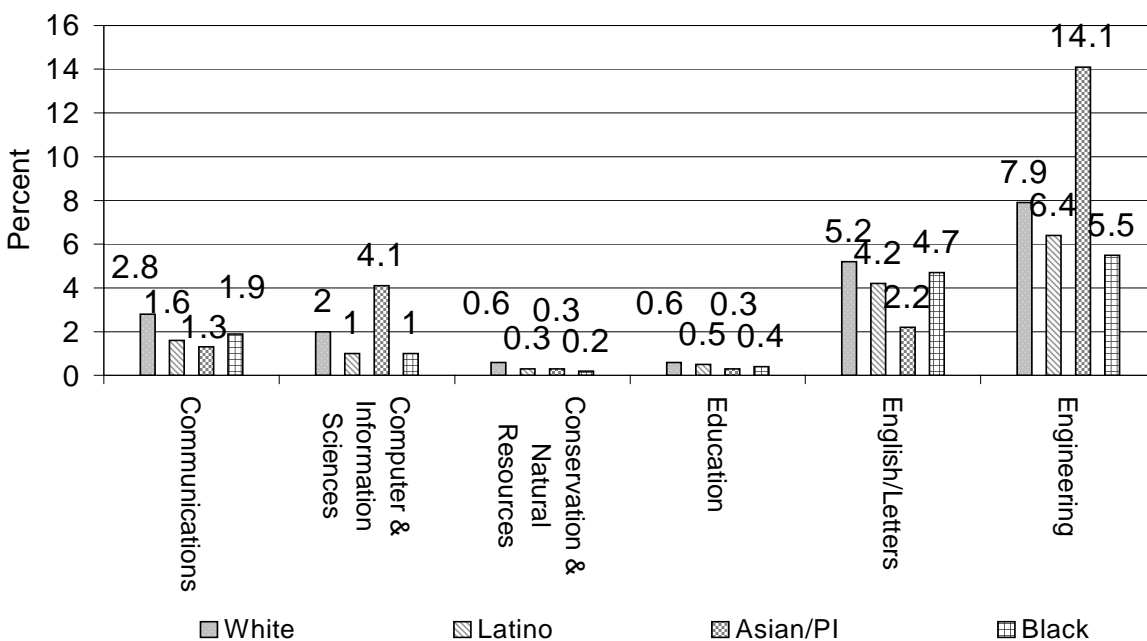
Source: California Research Bureau, 2002, using data provided by University of California

UC Undergraduate Enrollment, by Subject Area: 2000



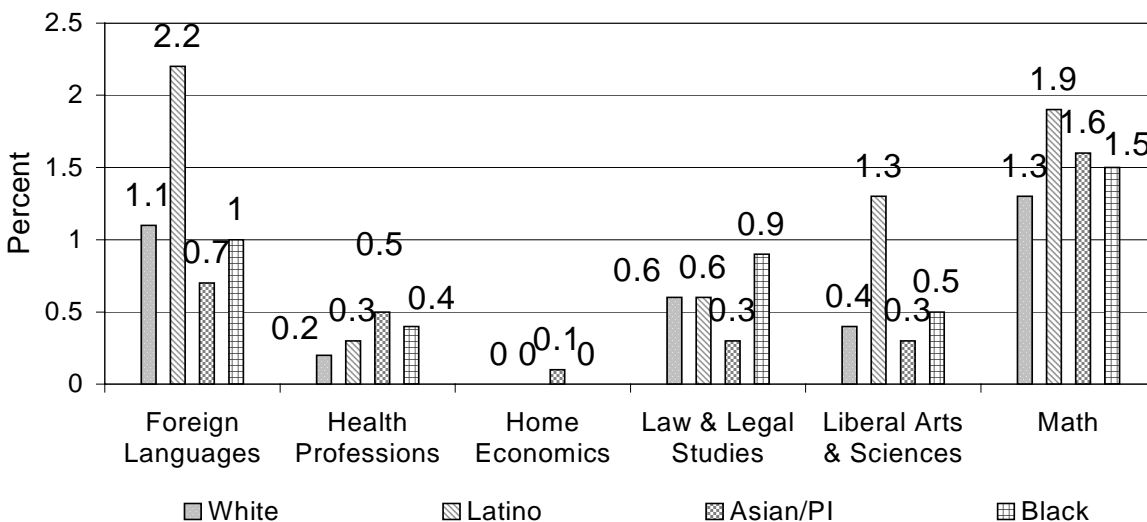
Source: California Research Bureau, 2002, using data provided by University of California

UC Undergraduate Enrollment, by Subject Area: 2000

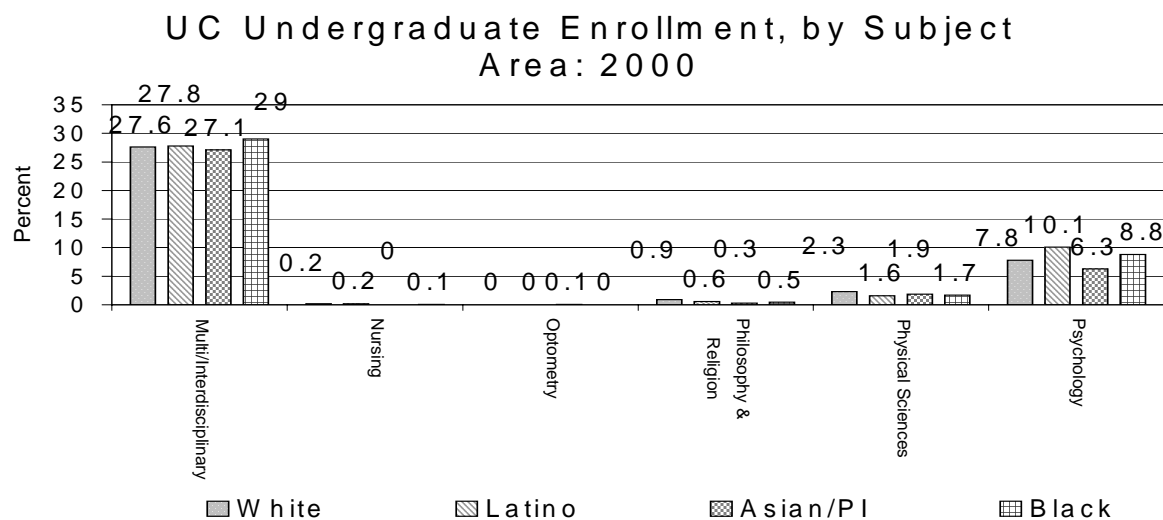


Source: California Research Bureau, 2002, using data provided by University of California

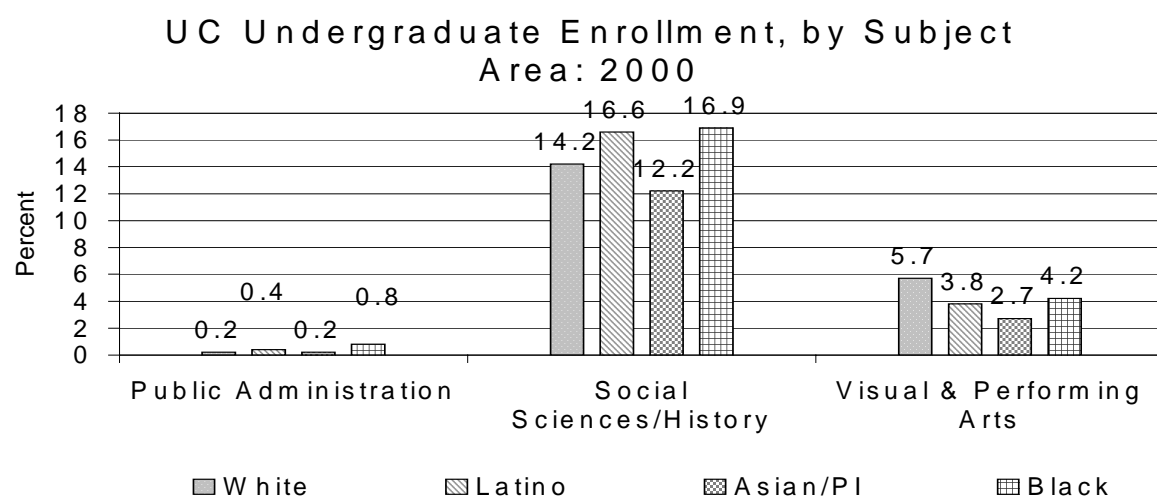
UC Undergraduate Enrollment, by Subject Area: 2000



Source: California Research Bureau, 2002, using data provided by University of California



Source: California Research Bureau, 2002, using data provided by University of California

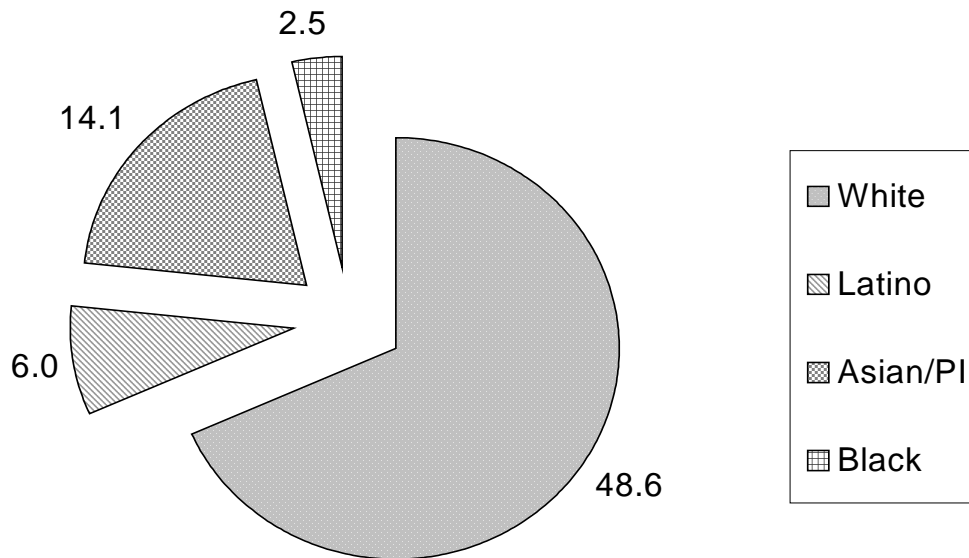


Source: California Research Bureau, 2002, using data provided by University of California

What's our status?

All four ethnic/racial groups had their highest UC student enrollment rates in Multi/Interdisciplinary studies. Latino, Black, and White students were second most likely to enroll in social sciences and history or biological and life sciences. Asian/PI students were second most likely to enroll in engineering or biological and life sciences.

UC Graduate Enrollment: 2000

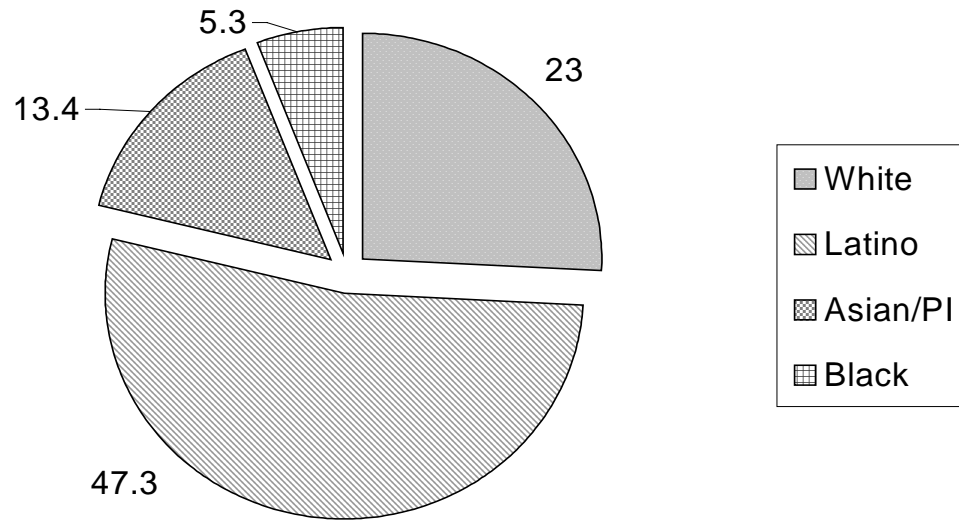


Source: California Research Bureau, 2002, using data provided by University of California

What's out status?

Overall graduate enrollment at UC increased 7.2 percent between the years 1995 and 2000 – primarily in Asian/PI enrollment. Relative White, Black, and Latino enrollment dropped during this period.

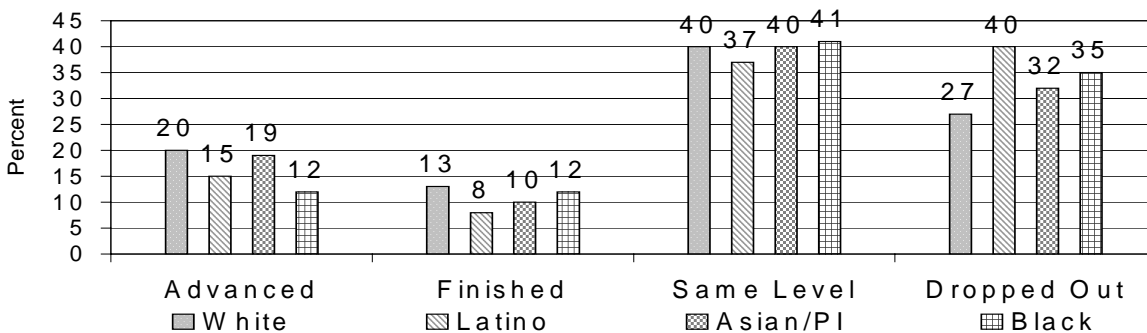
Adult Education Enrollment: 2000-01*



Source: California Research Bureau, 2002, using data provided by CA Dept. of Education

* State-funded adult education programs administered by K-12 school districts only

Adult Education Achievement



Source: California Research Bureau, 2002, using data provided by CA Dept. of Education

Advanced = Still in program, completed level and moved to higher level

Finished = Left program upon completion of goal or level

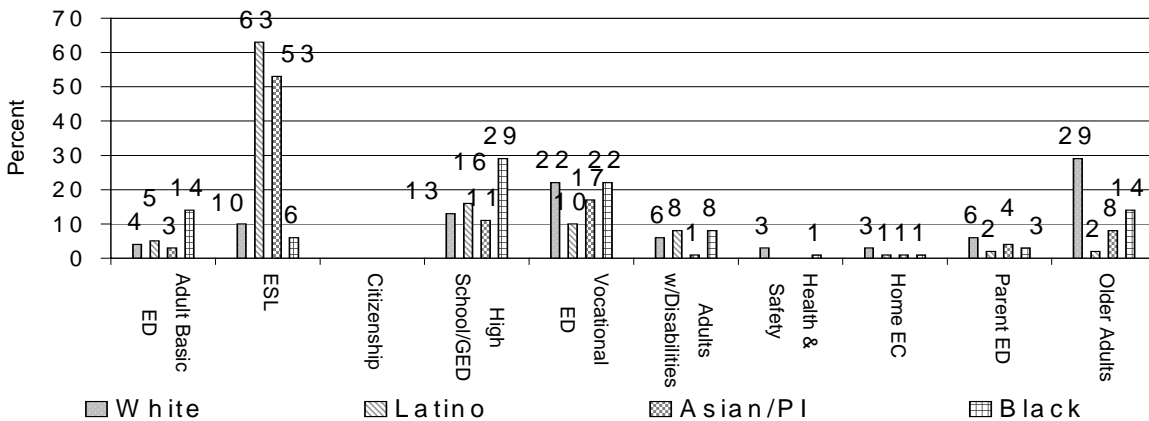
Same Level = Still in program at same level at which they entered

Dropped Out = Left program before completion of goal or level

What's our status?

Latinos were the dominant population group enrolled in adult education programs in 2000-01, accounting for almost 50 percent of total enrollment. Whites were underrepresented, relative to population, and Asian/PI and Blacks were close to par. When measured against standard academic achievement criteria -- level advancement and program completion -- the vast majority of all population groups in adult education were doing poorly. Seventy-seven percent of Latino enrollees had dropped out or were at the same level, as were 67 percent of Whites, 72 percent of Asian/Pis, and 76 percent of Blacks.

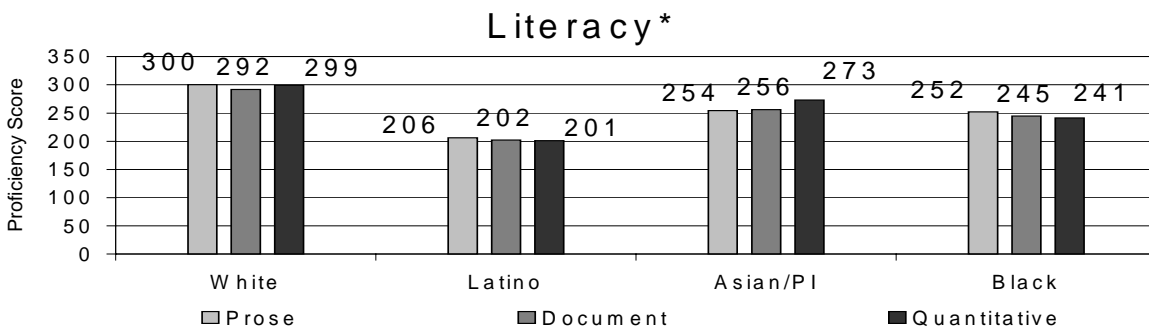
Adult Education Enrollments, by Subject Area: 2000-01



Source: California Research Bureau, 2002, using data provided by the CA Dept. of Education

What's our status?

In 2000-01, the majority of Asian/Pis and Latinos in adult education were enrolled in English as a Second Language. The highest enrollment rates for Blacks were in G.E.D. and vocational education programs, and Whites were enrolled in older adult and vocational education classes.



Source: California Research Bureau, 2002, using data obtained from Jenkins, Lynn B. and Kirsch, Iriwn S., "Adult Literacy in California: Results of the State Adult Literacy Survey," Educational Testing Service, May 1994.

* Average prose, document and quantitative literacy proficiency scores of California adults in 1992. The survey measured literacy skills in English. Scores were based on a 500 point scale, and were grouped into five levels: 1 (0-225), 2 (226-275), 3 (276 - 325), 4 (326-375), and 5 (376 - 500). Level 1 reflected very limited skills and level 5 reflected advanced skills.

What's our status?

In the most recent survey – taken in 1992 - no ethnic/racial group scored above an average of level "3" on a five point proficiency scale (where a "1" reflects limited skills and a "5" reflects advanced skills). Whites were the only group with a level "3" average in English-language prose, document and quantitative literacy. Blacks and Asian/Pis each averaged level "2" and Latinos had the lowest average proficiency scores, at level "1," in all three categories.

California Metropatterns The Central Valley

The Metropolitan Area Research Corporation sponsored the 2002 report, "California Metropatterns," by Myron Orfield and Thomas Luce. Orfield and Luce examined regional development issues in California, paying particular attention to social segregation. They conclude that as California's regions have been growing, our schools and neighborhoods have become increasingly segregated by income and race. The following excerpts and summarizes relevant race and schools findings from the chapter on the Central Valley.

The Central Valley's population increased 20 percent from 1990 to 2000, adding 5.7 million people and accounting for about one-fourth of California's total population gains. The seven-fastest growing metropolitan areas in California were in the Valley, including Fresno, Bakersfield, Sacramento, and Modesto -- where growth exceeded 20 percent.

Race and Schools in the Central Valley

Latino and Black students in the Central Valley tend to be located in relatively impoverished areas of cities and rural regions around Fresno, Merced, and Modesto. Fifty-eight percent of Latino and Black elementary students attended high poverty schools in 1997, compared to twenty-four percent of White and Asian students. School districts with extremely low numbers of minority students are located throughout the northern Central Valley, including Eureka, Rocklin, and Roseville.

Latino school enrollment in the Central Valley grew by five percent from 1992 to 1997, with about a quarter of the growth occurring in Fresno, Bakersfield, Stockton, Visalia, and Elk Grove school districts. Black enrollment increased slightly from six to seven percent during this period, with 82 percent of the Central Valley's Black student population attending schools in four counties: Sacramento, San Joaquin, Kern, and Fresno.

Segregation by race/ethnicity and income was considerable in the Central Valley in 1997. Forty-five percent of the Central Valley's ethnic/racial minority students would have had to change schools in order to achieve an equal distribution of ethnic/racial groups in each building. Taking poverty into consideration, one in two free-lunch eligible students would have needed to change schools to achieve a similar parity.

For more information on "California Metropatterns:"

www.metroresearch.org/maps/region_maps/CA%20web%20layout%20FINAL.pdf

WORK & MONEY

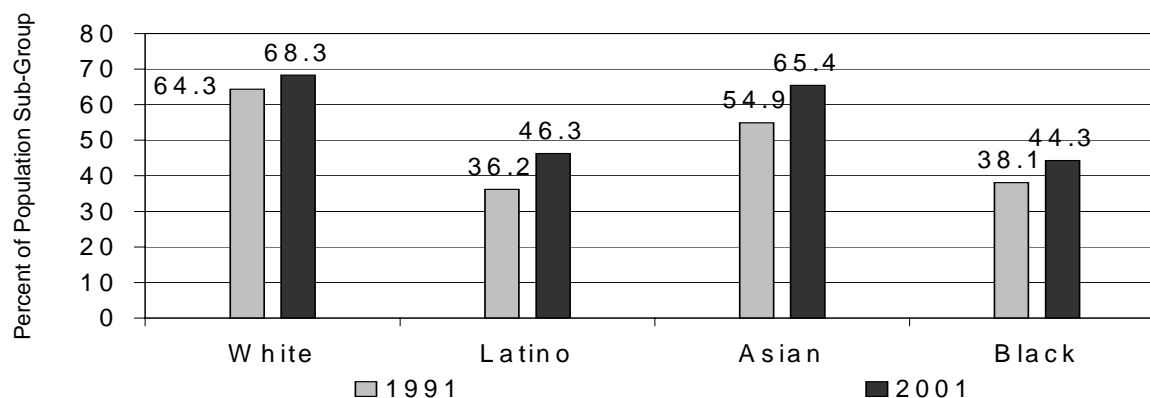
The work and money story for California's four major ethnic/racial groups is similar to the education story. Latinos and Blacks were doing relatively worse than Whites and Asians when these various measurements were taken. However, generally speaking, when compared over time all four of California's major ethnic/racial groups ended the 1990s doing better than they were going into the 1990s.

Relative wealth accumulation seems to be a particular challenge for California's Black and Latino populations. Home ownership and income have increased for these groups, but not by as much as it has for Asians and Whites. Absolute numbers have also remained relatively low.

Whites dominated California's entrepreneurforce when last measured; though Asians made great inroads, particularly in wholesale and retail trade. Latinos were present at or above 5 percent across the industry spectrum – doing particularly well in agricultural services – but there is definitely room to grow. Black entrepreneurship is least well-developed in California – under 2 percent participation rates in all industry sectors.

Between 30 and 40 percent of Black, Asian, and White workers were employed in one of two of California's highest-paid occupations; compared to just 13 percent of the Latino workforce. Latinos dominate these other groups in their presence in low-wage jobs.

Home Ownership: 1991 and 2001

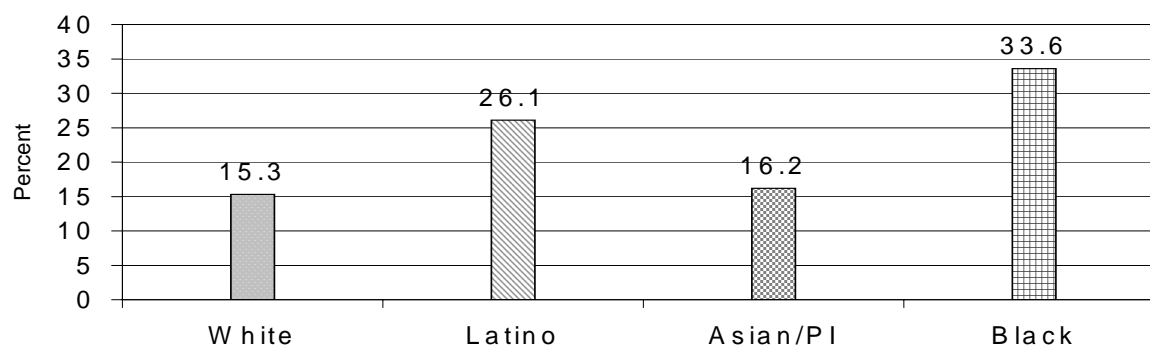


Source: California Research Bureau, 2002, based on data from the March 2001 Current Population Survey

What's our status?

Home ownership increased for Black, White, Asian, and Latino Californians between 1991 and 2001. Asians and Whites had the highest overall home ownership rates, while Latinos and Asians experienced the highest relative 10-year gains (10.1 percent and 10.5 percent, respectively).

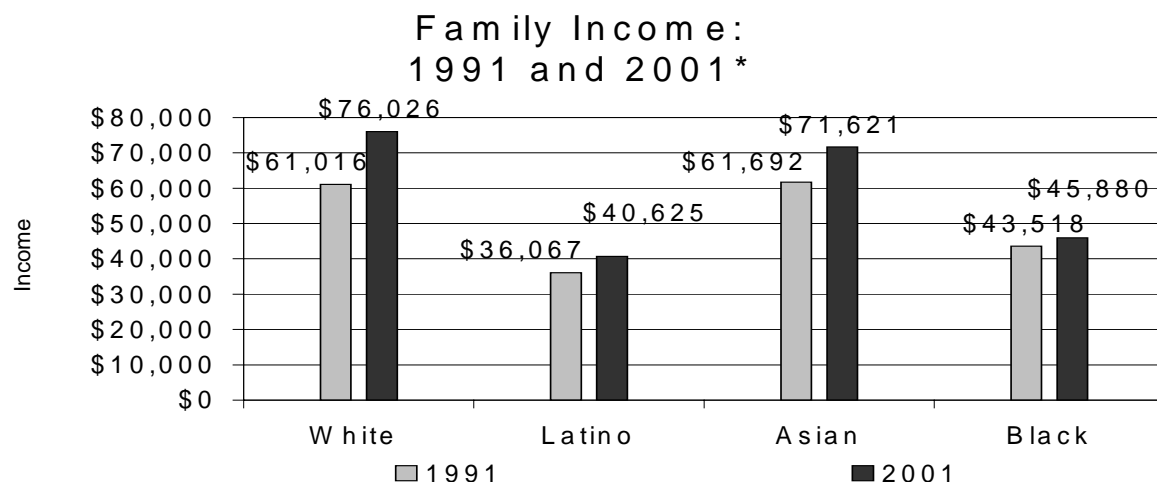
Denied Applications for Conventional Home Loans: 2000*



Source: California Research Bureau, 2002, using HMDA data
* Percent of denied applications for California conventional home-purchase loans, 2000

What's our status?

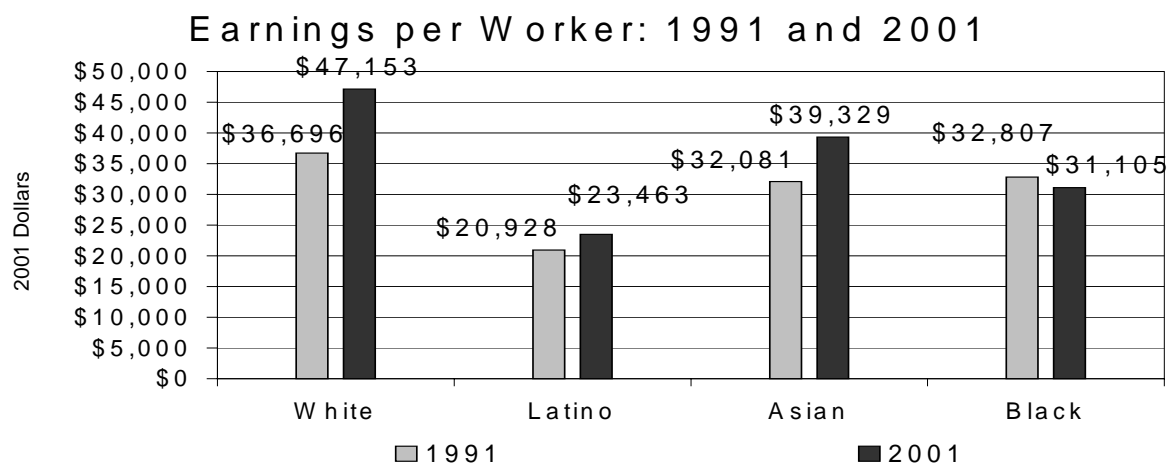
Black Californians were denied conventional home purchase loans at double the rates of Whites and Asians, 33.6 percent. Latinos followed, with a rate of 26.1 percent.



Source: 1991 and 2001 March Current Population Survey
** Average family income in California*

What's our status?

Between 1991 and 2001, average family income increased for Black, White, Asian, and Latino Californians. Whites made the highest jump, gaining just over \$15,000, and Blacks gained the lowest amount, on average, at \$2,362. Asian family incomes increased by \$9,929 on average over the 10-year period. Latinos had the lowest family incomes in both years and the second-lowest increase over the decade at \$4,558.

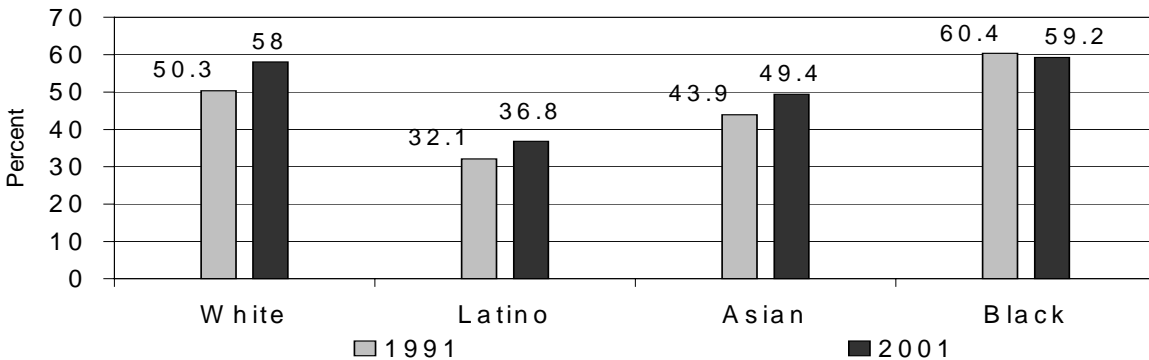


Source: California Research Bureau, data from 1991 and 2001 March Current Population Survey
** Real average earnings per worker*

What's our status?

Average real earnings per worker increased for Whites, Asians, and Latinos from 1991 to 2001, but decreased for Blacks. Latinos had the lowest real average earnings per worker throughout the decade. White workers had the highest average income and had the greatest individual earnings gain, from 1991 to 2001.

Workers with Pension Plans: 1991 and 2001*



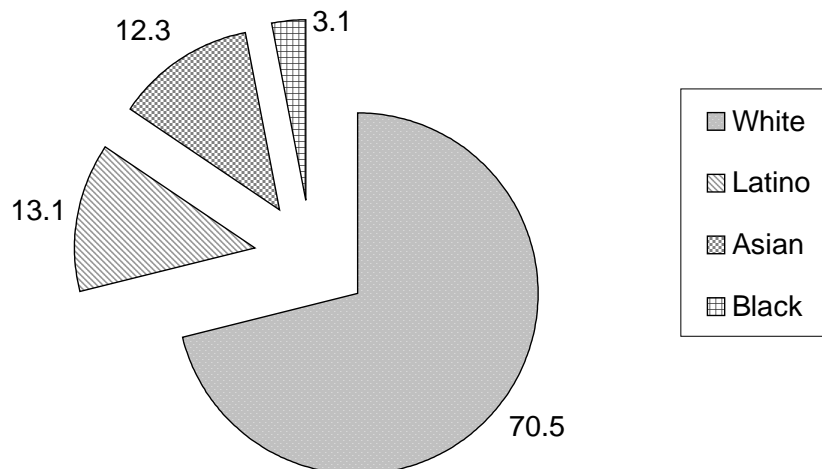
Source: California Research Bureau, 2002, using 1991 and 2001 March Current Population Survey

* Percent of workers with pensions plans available at work

What's our status?

Black Californian workers had the highest pension plan availability rates, with a slight decrease (1.2 percent) in the 10-year period between 1991 and 2001. White workers made the biggest gains in the 10-year period, 7.7 percent. Asians and Latinos each gained around 5 percent, though Latino workers lagged well behind the other groups in total pension plan rates.

Business Ownership

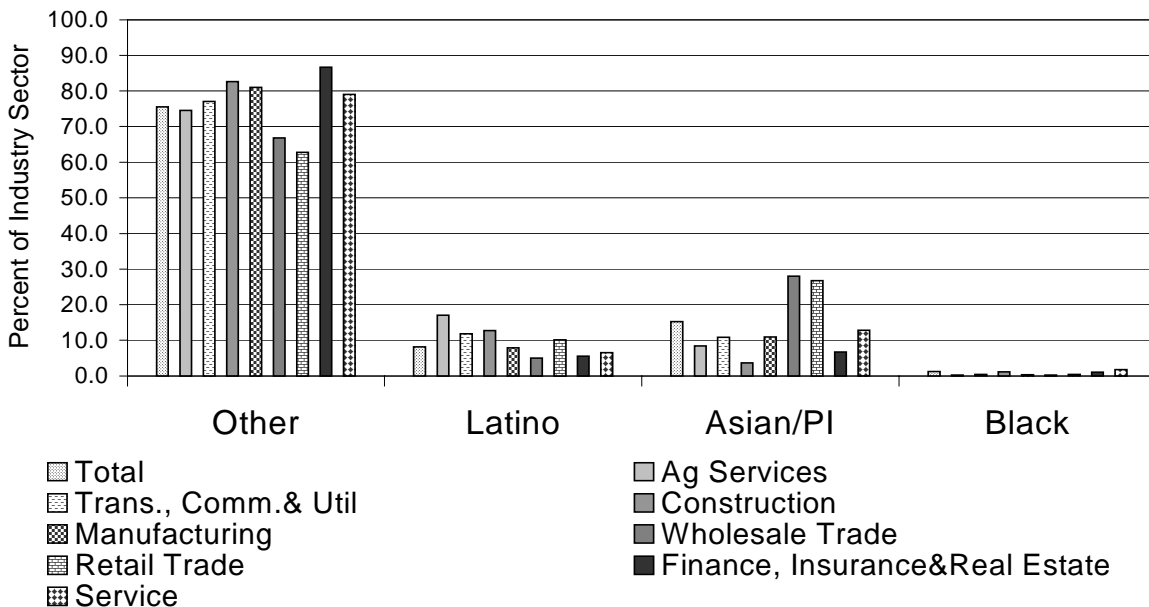


Source: California Research Bureau, 2002, using data from the U.S. Census

What's our status?

Almost three-quarters of California businesses are White-owned. Asian-owned businesses were approximately at par with the Asian presence in our population. Latinos and Blacks experienced business ownership rates well below their presence in the population.

Number of Firms with Employees, by Industry Sector: 1997*



Source: 21st Century Committee, 2002, using data from 1997 Women and Minority-Owned Business Census

What's our status?

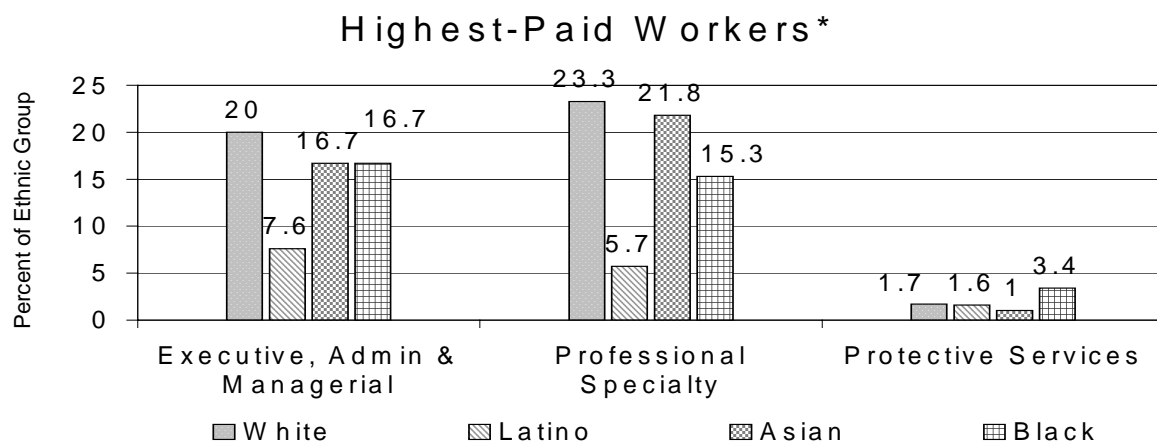
In this chart, "Other," includes any race or ethnic group that is not Latino, Asian/PI, or Black. The vast majority of business owners in this category are White.

Black-owned businesses accounted for less than 2 percent of firms in all industry sectors in 1997, with higher industry sector participation rates in the services sector. The majority of those companies were in health, social, and business services.

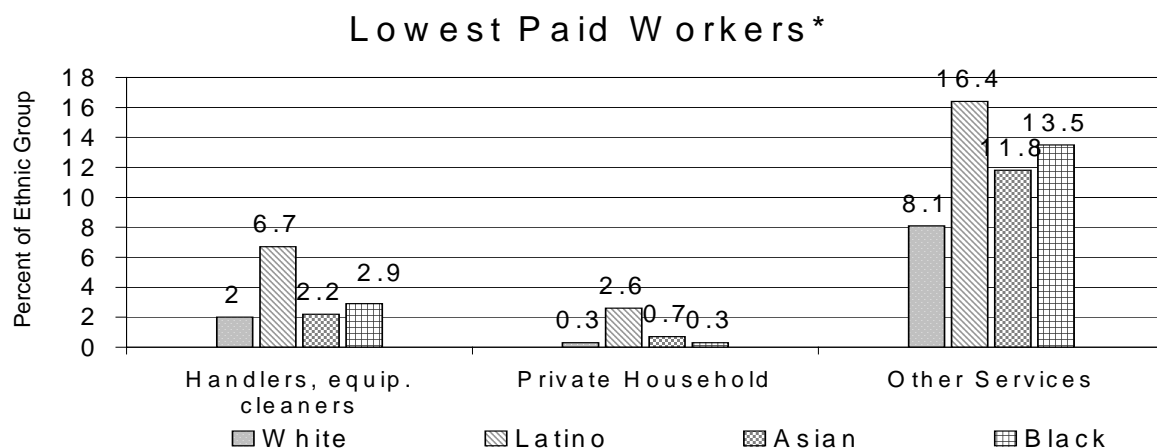
On the other hand, "Other" firms - the vast majority of which are White-owned - accounted for between 63 and 87 percent of firms in all industries. White-owned firm ownership rates were lowest in retail and wholesale trade, and highest in the finance, insurance, and real estate industries where financial power tends to coalesce.

Asian firms are predominantly in the wholesale and retail trade sectors, at rates almost triple the Asian presence in the general population. Asian business owners exceed their general population presence in four of the eight industry sectors examined. They are least likely to participate in construction industries and in the finance, insurance, and real estate industries.

The largest category of Latino-owned firms is in agricultural services, 17 percent; the lowest rate is in wholesale trade, 5 percent. Latino-owned firms top 10 percent in three industry sectors: transportation, communications and utilities, construction industries, and retail trade.



Source: California Research Bureau, 2002, data from March 2001 Current Population Survey
 * occupational distribution of individual ethnic /racial groups, compared across 3 highest average earning occupations

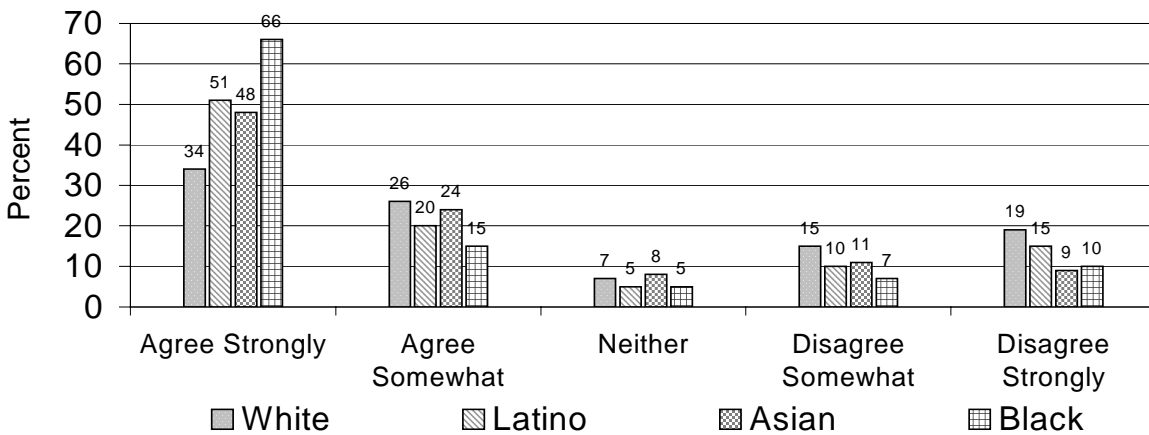


Source: California Research Bureau, 2001 Current Population Survey
 *occupational distribution of individual ethnic /racial groups, compared across 3 lowest average earning occupations

What's our status?

Latinos had the lowest participation rates in high-paid occupations and the highest participation rates in low-wage, service sector jobs. On the other hand, Whites had the highest participation rates in high-wage occupations and the lowest participation rates in low-wage positions.

"Minorities Have Less Opportunity," by Race/Ethnicity of Respondents



Source: Cain, Bruce, et .al., "Ethnic Context, Race Relations, and California Politics," Public Policy Institute of California, 2002

* Response to the statement, "Members of certain ethnic or racial groups still have less opportunities to get ahead than other people."

What's our status?

In this survey of Californians, over 60 percent of respondents from all ethnic groups - White, Latino, Asian, and Black - agree strongly or somewhat that minorities have fewer opportunities to get ahead. Blacks have the highest "agree strongly" response rate - 66 percent - with Latinos and Asians in the mid-range. Whites are most likely to disagree.

Ethnic Diversity and the Patterned Adoption of Soil Conservation in the Strawberry Hills of Monterey, California

In his report on the adoption of soil conservation techniques in strawberry farming, Daniel Mountjoy of the USDA argues that the socioeconomic context is an important factor in individual behavior. In addition to individual farmer and farm firm characteristics, social factors – like ethnicity and income – influence farming practices. The Anglo, Japanese, and Mexican farmers Mountjoy studied differed by ethnic group and by income in personal experience in the industry, farm business characteristics, information networks, and attitudes about farming. He concludes that recognition of the influence of social group membership is critical to the development of effective conservation programs and policies. The following excerpts and summarizes Mountjoy's study.

Research Results

Strawberry farmers in Mountjoy's study were composed of three ethnically distinct groups of farmers – Anglos, Japanese, and Mexicans. Each of these groups used a distinct soil conservation technique. Mexican farmers farmed on steeper slopes with more erodible soil types, yet they used the least effective control system. In contrast, Anglo growers used highly elaborate and effective erosion control systems on land that was relatively flat and non-erodible. The Japanese used erosion control techniques best suited to various soil conditions. The research question was, why?

The Anglo farmers were consistently the most educated and were well connected with suppliers, marketing agents, and university researchers. The Japanese farmers were older first-generation immigrants who had many years of farming experience. The Mexican farmers were former farm laborers who became independent growers or owners. They had less education and only 55 percent of them spoke English.

The most important economic predictors of erosion control practices were the type of marketing system used to sell the fruit (thus, the price received), the source of production credit, farm size, and gross income. A farmer's ability to invest in soil conservation was largely a function of marketing arrangements and credit sources. **Entry into a marketing system was determined by a farmer's level of financial independence and social connections – both of which were strongly influenced by ethnic group membership.**

Survey findings further revealed that information about farming techniques was not evenly distributed between ethnic groups. When asked whom they trusted most for information, there were significant differences. Anglos relied on governmental advisors, and most Japanese consulted their business associates and friends in co-ops. Mexicans consulted with shippers or farm supply field advisors for information, but were most likely to trust a family member. **The result of these tendencies was to constrain the flow of information within ethnic or social networks, thereby reinforcing beliefs, attitudes, and knowledge about farming alternatives.**

Conclusion

In implementing effective soil conservation policies the social context of behavior is critical. One should evaluate the investment strategies, information networks and management styles of distinct social groups in order to develop technologies and outreach methods to best address needs. Customizing public programs to social groups who share a common knowledge system and management style is the first step.

For more information: Daniel Mountjoy, USDA Natural Resources Conservation Services, 635 Sanborn Place, Suite 7, Salinas, CA 93901

COMMUNITY

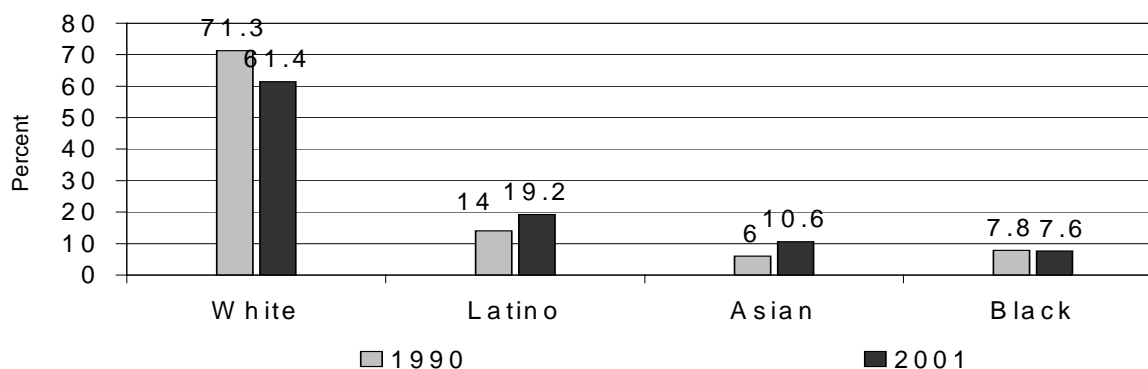
Approximately half of eligible Asian and Latino adults were not registered to vote in 2001. By comparison, fewer than 30 percent of eligible White and Black adults were not registered. The number of potential voters is increasing in California's Asian and Latinos communities.

A majority of California's elected officials at most levels are White; though there are increases in the numbers of Latino and Asian elected and appointed officials. The number of Black officeholders decreased in four of six categories.

There are over 4,000 school board positions in California in 2002. Asian, Black, and Latino Californians occupy fewer than 700 of these seats.

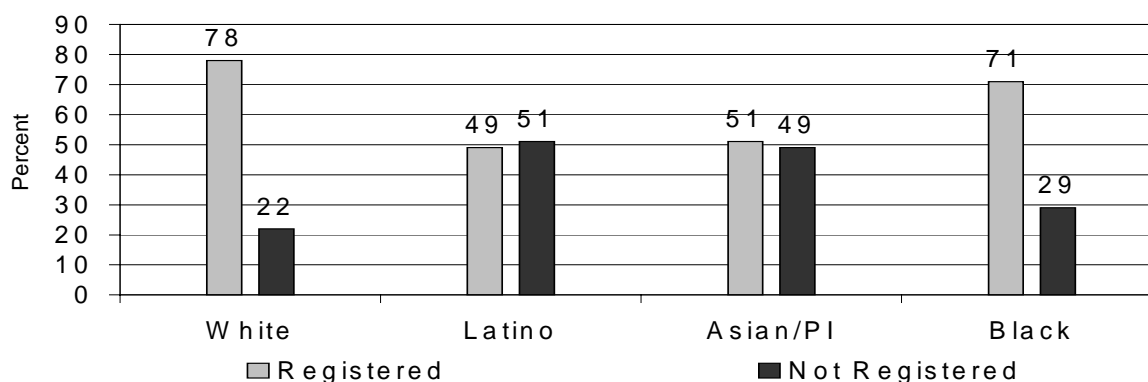
Only a quarter of Latino and Asians report paying attention to government and public affairs compared to between 40 and 50 percent of Whites and Blacks.

Persons Eligible to Vote: 1990 and 2001 (U.S. Citizens 18 and Over)



Source: California Research Bureau, 2002. Data from 2001 March Current Population Survey and the 1990 Census, 5% PUMS

Estimates of Citizen-Eligible Adults Who Are Registered to Vote



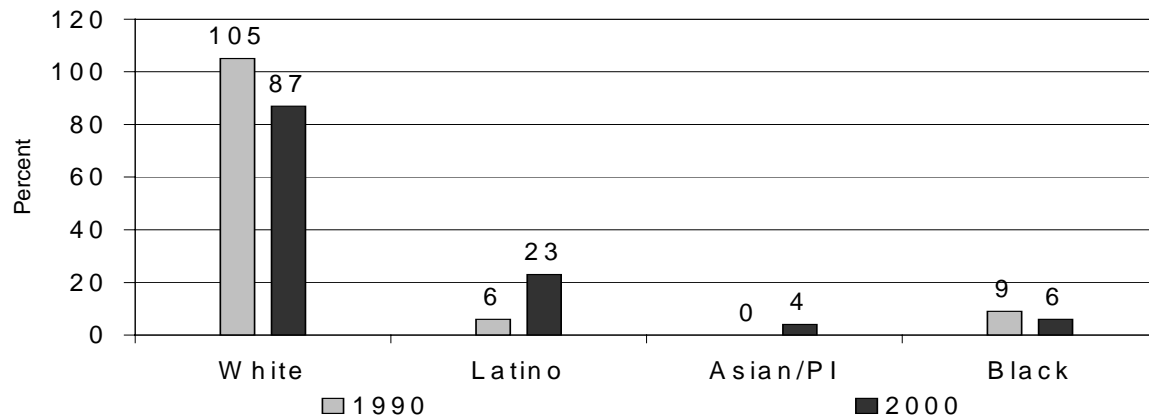
Source: "California Opinion Index: A Digest of California Political Demography," Jan. 2002, The Field Institute

What's our status?

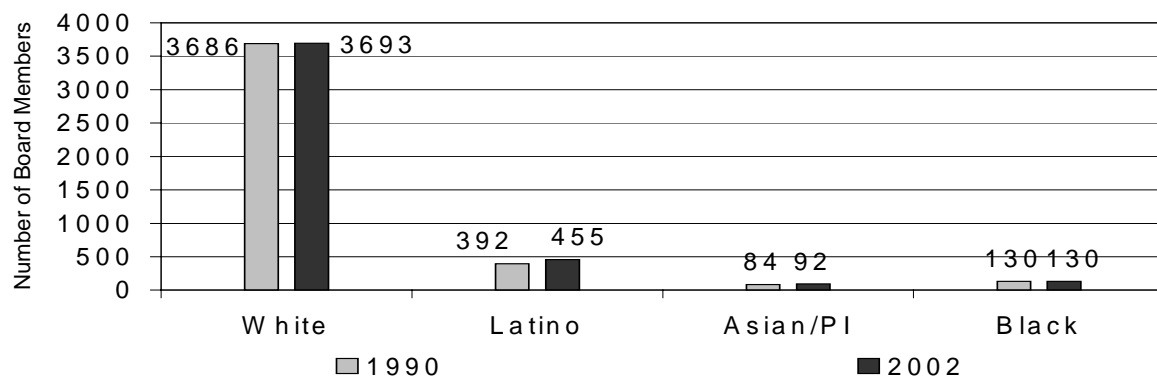
The percent of eligible voters was constant for Blacks, decreased for Whites, and increased for Latino and Asian Californians between 1990 and 2001. In 2001, Blacks and Asians were eligible to vote at rates that approximated their presence in the general population. Latino voter eligibility, though growing, was significantly less than their presence in the population. White voter eligibility remained higher than their presence in the population during the decade.

White and Black eligible voters report being registered or not being registered at roughly similar rates. Approximately half of eligible Latino and Asian/PI citizens are not registered to vote.

California State Legislators: 1990 and 2000



School Board Members: 1999 and 2002

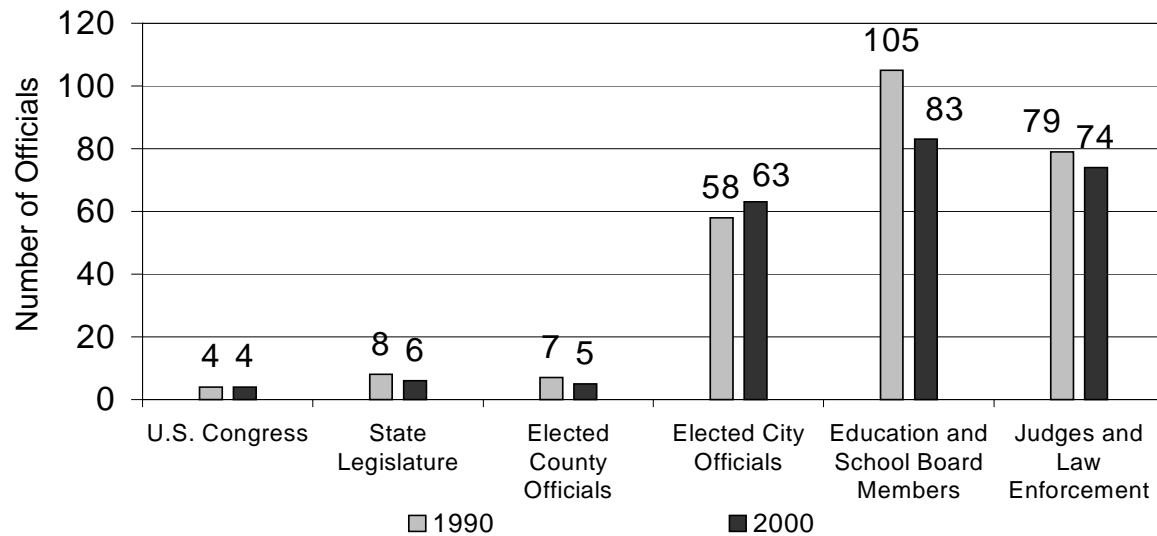


What's our status?

Between 1990 and 2000, the relative proportion of White and Black state legislators dropped. A significant increase in the proportion of Latino legislators, and a smaller increase in Asian/PI legislators, balanced these losses.

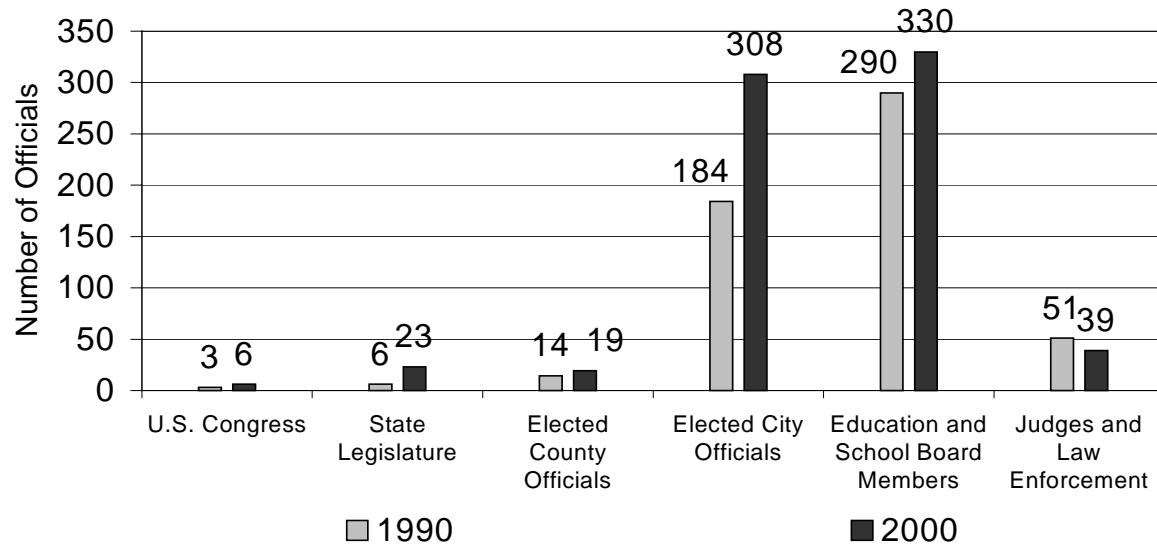
The distribution of the four major ethnic groups on school boards held essentially constant between 1999 and 2002. Latinos made the greatest relative gains, but still had not topped 500 school board officials in a universe of over 4,000 available positions. Blacks and Asian/Pis had even lower numbers of school board officials. These numbers contrast greatly with the ethnic distribution of California schools.

Black Elected and Appointed Officials: 1990 and 2000



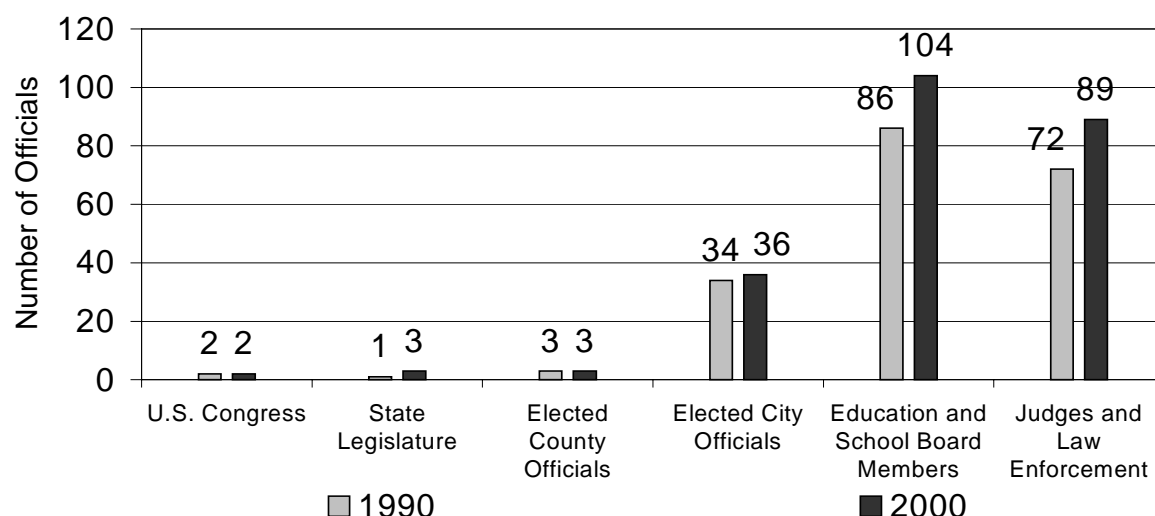
Source: California Research Bureau, 2002, using data provided by the Joint Center for Political and Economic Studies

Latino Elected and Appointed Officials: 1990 and 2000



Source: California Research Bureau, 2002, using data provided by the National Association of Latino Elected and Appointed Officials

Asian/PI Elected and Appointed Officials: 1996 and 2001

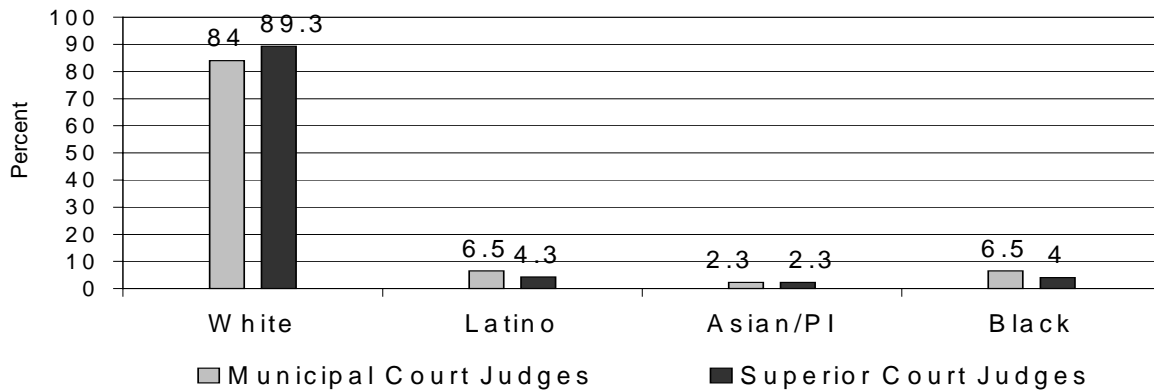


Source: California Research Bureau, 2002, using data from the National Asian Pacific Political Almanac, UCLA

What's our status?

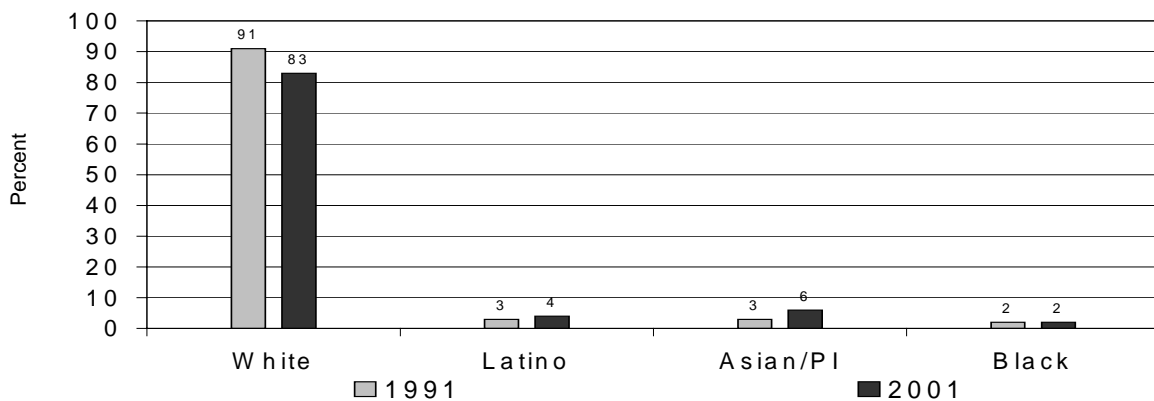
Between 1990 and 2000, the number of Latino appointed and elected officials increased in all categories of offices except the judiciary. They significantly increased their presence on city councils in California. Asian/PI elected and appointed representation also increased over the same 10-year period. However, the number of Black elected and appointed officials decreased in all but two categories, Congress and City Council. These changes are in the direction of California's evolving ethnic/racial populations.

Trial Court Judges: 1993



Source: California Research Bureau, 2002, data provided by Judicial Council, 1997

State Bar: 1991 and 2001

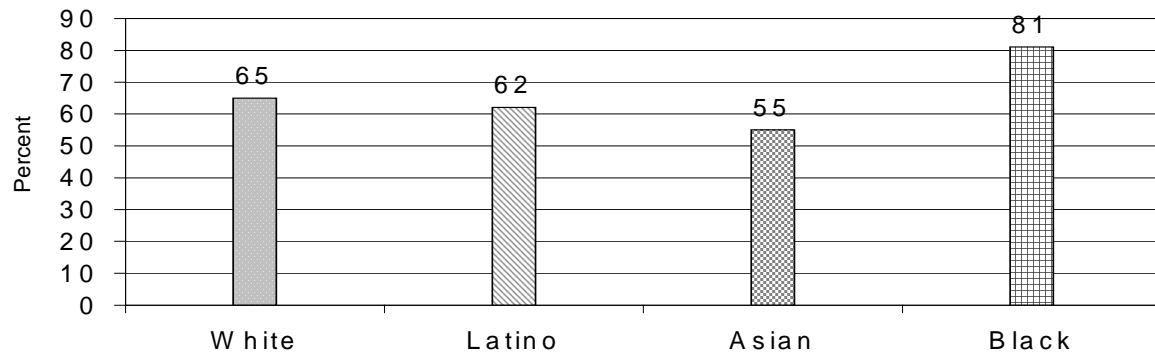


Source: California Research Bureau, 2002, based on data in Richard Hertz Consulting, 2001

What's our status?

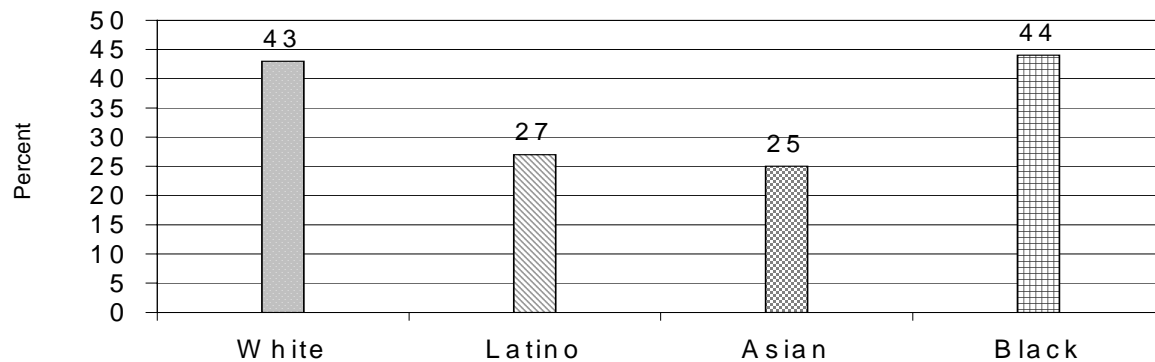
Over 80 percent of Municipal and Superior Court judges in California were White in the last year for which such data is available, 1993. Similarly, 83 percent of the State Bar was White in 2001, a decrease from 91 percent in 1991. Judges must be members of the State Bar in order to be appointed.

Californians Who Agree "State Government is Run by a few Big Interests"



Source: California Research Bureau, 2002, using survey data provided by Public Policy Institute of California, 2002

Californians Who Say They Pay Attention to Government and Public Affairs



Source: California Research Bureau, 2002, based on data provided by Public Policy Institute of California, 2002

What's our status?

Over half of Californians from the four major ethnic groups believe that a few big interests run California's State government. Blacks are more likely to agree, with an 81 percent response rate.

Both White and Black Californians report paying attention to government and public affairs at similar rates, just shy of 45 percent. Asians and Latinos report the least interest in government and public affairs - with only approximately a quarter paying attention to government.

Philanthropy and Ethnicity

The following summary by Charlene Wear Simmons of the California Research Bureau highlights key findings from three studies on philanthropy.

Latino cultures have long-standing traditions of charity and social giving. The church plays an especially important role in addressing social welfare issues, and thus giving for community efforts is often directed to religious institutions. The extended family is another important focus of Latino giving, often in the form of cash remittances and gifts. In addition, Latinos have tended to give through *mutualistas*, mutual assistance societies that provide general charitable services.¹

A study of the California religious community involvement in providing welfare-to-work services found that over half the congregations securing Temporary Assistance to Needy Family contracts are African-American conservative/evangelical Protestant denominations. They are using their grants for childcare facilities, job training, job readiness and life skills training.²

United Way and community foundations have traditionally served geographically defined, generic communities. Increasingly, Californians are defining themselves as members of racial and ethnic communities, and this has resulted in the growth of new philanthropic institutions. Examples include the Destino 2000 Fund in Ventura County and Los Angeles funds such as the Brotherhood Crusade, the United Latino Fund, and the Asian Pacific Community Funds.³

¹ Henry A. J. Ramos and Gabriel Kasper, *Building a Tradition of Latino Philanthropy: Hispanics as Donors, Grantees, Grantmakers and Volunteers*, presented at USC nonprofit Studies Center Forum on Philanthropy, Public Policy and the Economy, January 2000.

² Scott D. Anderson, John Orr, Carol Silverman, *Can We Make Welfare Reform Work? The California Religious Community Capacity Study*, funded by the James Irvine Foundation, 2000.

³ Lon M. Burns, "Community Structure for Philanthropy in an Era of Economic and Demographic Change," presented at USC Nonprofit Studies Center Forum on Philanthropy, Public Policy and the Economy, January 2000.

Conclusion

What We Know

We know we have not achieved the ideal conditions and outcomes for ethnic/racial inclusion as described by our *Principles of Inclusion*. Racial and ethnic disparities persist in California as we begin the 21st Century. By most indicators, Whites and Asian Californians seem to be progressing. Black and Latino Californians continue to face very significant barriers to achieving personal and economic progress, and in fact, by some indicators are losing ground.

Prospects for the Future

If we do not take effective action, there is a great potential that our racial/ethnic-economic divide will deepen. With our growing population at the bottom of the socio-economic spectrum and our decreasing population at the top, we face expensive, complicated, and broad social, economic, and political crises. The worst case scenario could include:

- aging baby boomers collecting social security from a workforce that cannot sustain the payments;
- increased public costs associated with poverty, economic support, health and public safety programs; and
- an exodus of middle and upper-class jobs out of California.

Limits of the *Index*: Call for Comment

Our *Index of Inclusion* is a preliminary report of the Joint Committee on Preparing California for the 21st Century. The measures included may or may not be ideally suited to measuring our state's progress toward the vision of racial and ethnic equality outlined in our *Principles of Inclusion*, though we believe they offer a solid beginning.

We hope this document will stimulate public dialogue about racial and ethnic inclusion and strongly encourage feedback other researchers and California residents. Please contact us with comments or questions. We have included a feedback form with this *Index*, or you may contact us at:

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W: <http://www.sen.ca.gov/21stcentury/>

Appendix A

What's Missing?

Small-Group Data

Our two primary criteria for choosing indicators were the availability of statewide data and the availability of comparable data for our four largest ethnic groups. Asian/PI data was particularly troublesome, as it is not uniformly collected and the definition of "Asian" changes with almost every sample. Statewide data for groups with fewer than 5 percent of the population is very spotty. We chose, for the purposes of this report, to focus on the "big" picture, thus omitting the experiences of Native Americans and Alaska Natives, and multi-ethnic Californians.

Projections

There was strong interest on the part of Committee members in including long-term projections with these indicators. The state-of-the-art, limitations in modeling, time and cost factors prevented us from incorporating projections in this first *Index*. As most of the most interesting public policy questions grow out of the trends we have established here, we hope subsequent editions of the *Index* will include projections whenever possible.

Issues

Committee staff looked for, but could not find by publication deadline, statewide comparable data by race and ethnicity in the following areas (some of this data may not be collected currently):

Health	Neighborhoods	Schools	Work and Money	Community Involvement
Drug and alcohol abuse	Physician availability	Pre-school participation	Capital access	State Boards and Commissions
Nutrition	Pollution	After-school program participation	Supervisory and non-supervisory positions	
Chronic diseases	Housing Discrimination	Facilities		
Obesity	Homelessness			
	Crime Rates			
	Community-Police Relations			
	Parks			
	Affordable Housing			
	Hate Crimes			

Researchers who have access to this data - statewide, by race - or suggestions for other issue areas are strongly encouraged to contact Committee staff at (916) 322-6693.

Remaining Questions

In the process of preparing this *Index*, several important questions were raised about the data and what these numbers mean for California. Our intent in preparing this *Index* was not to answer these questions, but rather to give opportunity for them to be discussed.

1. What is/are the causes of these disparities?
2. What are the solutions?
3. What will California look like in 10, 20, and 50 years if current trends hold?

Appendix B

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"I believe that unarmed truth and unconditional love will have the final word in reality."
– Martin Luther King

Our Joint Committee on Preparing California for the 21st Century was formed to engage Californians in an inclusive, grassroots dialogue about the most pressing and profound challenges facing California in the new millennium.

"No problem was ever solved in the same consciousness that was used to create it."
– Albert Einstein

Index of Inclusion: 2002

Request for Feedback

To assure full consideration to all voices, please fax or mail your responses by November 30, 2002.

Attn: Heather Barbour
1020 N Street, Suite 545
Sacramento, CA 95814
P: 916.322.6693
F: 916.323.5179

From
Name: _____
Address: _____
Phone: _____
E-mail: _____

-
1. What do these findings mean to you?
 2. What do these findings tell us about California's future, if current trends hold?
 3. What other sets of data would you hope to see included in a report like this?
 4. Are there any data sets in this report you feel are unnecessary in this document?
 5. What do you think state government can or should do to increase inclusiveness in California?
 6. What is the current status of race relations in your region?
 7. What have been the challenges to positive and equitable relationships among your region's diverse communities?
 8. What approaches have succeeded?

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